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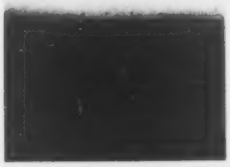

# THE NATIONAL COMMISSION ON CHILD WELFARE AND FAMILY PRESERVATION

## Factbook On Public Child Welfare Services And Staff

APWA

AMERICAN PUBLIC WELFARE ASSOCIATION

# Factbook On Public Child Welfare Services And Staff

September 1990

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# Introduction

The *Factbook on Public Child Welfare Services and Staffing* is a product of the American Public Welfare Association's (APWA) National Commission on Child Welfare and Family Preservation. It presents the findings of the August 1989 *Data Collection Instrument for Public Child Welfare Agencies*—a national survey of the 50 state human service agencies and the District of Columbia that provide public child welfare services. The *Factbook* represents one of a series of publications by APWA's National Commission designed to review existing public child welfare programs and to propose comprehensive, community-centered reforms to promote the healthy development of children and empower families to protect, nurture and support that development.

The *Data Collection Instrument* was developed to obtain greater understanding and knowledge of the various programs and services made available through state/local public child welfare agencies as well as of the staff that provide these services. The impetus for this data collection on services and staffing arose from anecdotal evidence of severe staffing problems among many of our service systems. These problems include the limited number of qualified staff recruits, the cost of training inexperienced new workers, the challenge of retaining qualified staff, and finally, but of paramount importance, the increasing numbers of cases involving children and families with multiple and increasingly severe problems. Moreover, no systematic national effort has been made to collect and report information on these critical issues in over a decade. In the absence of such data, there is a clear need to substantiate or dispel the anecdotal evidence.

This *Factbook* details the extent to which public child welfare services are available in this country, describing the changes that have occurred over the past 10 years. This resource also complements other recent studies that address various aspects of public child welfare staffing.

Organized in two major sections—services and staff—the *Factbook* presents both aggregate and state-specific charts and tables on over 100 topics. Charts containing summary data are integrated in the main text; individual state responses are presented in appended tables. Descriptive summaries are provided of the major findings. Since all 50 states and the District of Columbia responded to this survey, percentages are based on a response rate of 51. Where the total number of responses across response categories for any one item exceeds 51, multiple responses were provided by some states. Where the total across categories is less than 51, responses were not provided by all 51 respondents (See Appendix I: Methods and Procedures).

The format of the *Factbook* is described below:

**Part A: Services** is comprised of nine sections. Sections I through VII present survey results on the seven program areas selected for this study: Child Protective Programs, Out-of-Home Care Programs, Adoption Programs, Court-Related Program Services, Treatment Programs, Juvenile and Single-Parent Programs, and Interstate Program Services. The names and numbers of each of these sections corresponds to the sections of the survey instrument that was completed by state agencies.

Section VIII, Comparative Analyses, highlights the interrelationships between and among 40 program services with regard to each of the three service variables—coverage, delegation, and intake criteria.

The final section of Part A, Section IX, is a discussion of the major findings on public child welfare services in the context of the larger child welfare arena.

The second section of the *Factbook*—**Part B: Staff**—presents survey results collected on five areas: Personnel Policies and Administration, Position Descriptions and Worker Qualifications, Training, Staffing, and Retention. Each section begins with an enumeration of the topics addressed in the corresponding section of the survey instrument. This listing is followed by a descriptive summary of the survey highlights. Finally, response rates to the actual questionnaire items are depicted in an annotated survey instrument. As in the first section of this document, Part B of the *Factbook* concludes with a discussion of the significance of salient findings in the context of the larger child welfare arena.

Survey results presented in this *Factbook* typically have three purposes. First, this report will be furnished to state agencies for their internal use. Given the paucity of information on services and staffing noted earlier, this document should prove to be a valuable resource. Second, these findings have been used by the Commission in its development of recommendations for reform of the child welfare system. Finally, the findings of this *Factbook* will provide the broader field of child welfare, as well as policy makers and the public, with access to information that portrays current child welfare programs and agency staffing conditions. Although all findings may not be of equal import or interest to any given reader, the survey results, taken together, describe the state of the field of child welfare and provide a national profile of this system in crisis.

The Commission's earlier report "A Commitment to Change: Interim Report," documents how the realities of the 1980s have challenged the ability of our nation's public child welfare system to respond to the dramatic risks facing many of our nation's most vulnerable children and families. This *Factbook* provides more evidence that state and national efforts to provide adequate family and children's services fall short even of minimal community standards. The *Factbook* demonstrates that the individuals who must confront these human tragedies—our frontline child welfare caseworkers and supervisors—are severely stretched . . . and that we are neither attracting the most qualified personnel nor training those in the job to handle the complex and multidimensional problems presented by the system's clients.

# Major Findings

The salient findings of the 1989 Data Collection Instrument for Public Child Welfare Agencies are presented below:

- Only three services—of the more than 40 services inventoried in this study—are provided universally on a statewide basis by public child welfare agencies: (1) Intra-Familial/Quasi-Familial Child Protective Services are the range of services provided in response to an allegation of child abuse and/or neglect by a member of the immediate or extended family; (2) Foster Family Care Services are licensed or approved family units that provide substitute care for a child on a 24-hour basis; (3) Adoption Services for Special Needs Children are the range of services provided to children defined by state or federal statute as having special needs (e.g., older, minority, and/or physically, mentally, or emotionally handicapped) in connection with the entire legal process of adoption.

- Including two additional services that are available statewide in all but one state, public child welfare nationally focuses narrowly on the following five services: Intra-Familial/Quasi-Familial Child Protective Services; Foster Family Care Services; Adoption Services for Special Needs Children; Child Protective Services - Licensed Child Care Facilities; and Prospective Adoptive Family Recruitment Services for Special Needs Children. Child Protective Services in Licensed Child Care Facilities are the range of services provided in connection with an allegation of child abuse and/or neglect occurring in a licensed child care facility. Prospective Adoptive Family Recruitment Services for Special Needs Children are the range of services provided in connection with the selection of prospective adoptive persons.

- Public child welfare agencies are the predominant provider of these five services, delivering them in over 75 percent of the states. This fact underscores the extent to which these services are the main focus of most agencies.

- Access to these universal services is principally obtained through either allegations of abuse/neglect or agency custody/wardship. Thus, service provision is dictated by the presence of crisis and/or legal mandate. (The identification of mandatory services was not specifically solicited from state respondents.) In either case, dire necessity is, in essence, the key criterion for service provision.

- Intensive home-based services and respite services are the lowest on the list of 40 possible services in terms of statewide availability. Preventive services are seriously underrepresented among the standard services offered by public child welfare agencies.

- Almost 90 percent of the states report difficulty in recruiting staff for child welfare positions. Shortages are most acute among direct service workers in child protective services.

- More than half of the states are dissatisfied with the administrative structure for screening and hiring child welfare staff. Problems most commonly cited include inadequate or inefficient personnel systems, minimal or no recruitment efforts, few objective measures on which to base hiring decisions, and minimal or ineffective screening methods.

- Eleven of the 43 states (25.6%) that reported information on educational requirements for direct service workers indicated one or more positions that require less than a college degree (i.e., no educational requirement, high school degree, or some college education) to satisfy the educational requisite.

- Only 9.3 percent of the 43 states that reported educational requirements for supervisors required master's degrees for all state supervisory positions; only 14.7 percent of the 34 states that reported educational requirements for managers required master's degrees for all levels within the managerial classification.
- A state-by-state comparison of the minimum and maximum salaries of direct service workers with data collected in the 1987 National Study of Public Child Welfare Salaries indicates that salary levels have kept pace with the inflation rate in only 17 of 44 states (38.6%). In the remaining 27 states, minimum and maximum salary levels have either stayed the same as the actual 1987 levels, decreased from the actual 1987 levels, or increased less than the rate of inflation.
- Less than half of the states provide preservice training to child welfare staff. Of the 24 states that do ***require*** preservice training for direct service workers, only 16 subsequently assess the competency of trainees.
- Inservice training for direct service workers is universally available. Such training is mandatory in only 70 percent of the states, however, and trainees' competency is assessed in only 40 percent.
- In each of the four program areas studied, a number of states have *no caseload standards* for direct service workers: Child Protective Services - 13 states or 25.5 percent; Family Support Services - 14 states or 27.4 percent; Foster Care - 18 states or 35.3 percent; and Adoption - 20 states or 39.2 percent.
- For each of these program areas, the number of states in which the average caseload per worker exceeds the state's own standard is greater than the number of states in which the average caseload per worker is equal to, within, or less than the state standard.
- Factors that account for authorized but unfilled child welfare positions include the lack of qualified candidates, hiring freezes, other budgetary constraints, staff turnover, unappropriated funds, and recruitment and retention difficulties due to low salaries and high caseloads.
- Nationwide, the average length of service of supervisors is greater than that of direct service workers. The predominant factors contributing to this retention variation between direct service workers and supervisors are differentials in salary, workload, job duties (i.e., direct service with clients versus supervision), stress/burnout, and/or prior experience.

# Part A

# Services

# I. Child Protective Services

Child Protective Programs, for the purposes of this survey, are comprised of nine service areas as identified in Chart A1, which appears at the end of this section.

- Child Protective Services—Intra-Familial/ Quasi-Familial Situations
- Child Protective Services—Licensed Child Care Facilities
- Child Protective Services—Third-Party Situations
- Day Care Services
- Emergency Shelter Services
- Homemaker Services
- Intensive Home-Based Services
- Respite Services
- Other Service(s)

Below, the statewide availability of these child protective services is ranked in decreasing order of frequency.

| Child Protective Program | Statewide Coverage | |
|---|---|---|
| Services | Percentage | Number of States |
| CPS - Intra-Familial/ Quasi-Familial Situations | 100.0 | 51 |
| CPS - Licensed Child Care Facilities | 98.0 | 50 |
| CPS - Third-Party Situations | 86.3 | 44 |
| Day Care Services | 84.3 | 43 |
| Emergency Shelter Services | 84.3 | 43 |
| Homemaker Services | 52.9 | 27 |
| Intensive Home-Based Services | 33.3 | 17 |
| Respite Services | 27.4 | 14 |

## Highlights of Child Protective Program Services

- The predominant service in terms of both statewide coverage and service delivery by public child welfare agencies is *intra-familial/quasi-familial child protective services.* All 50 states and the District of Columbia provide this service statewide based on an allegation of abuse and/or neglect; in 42 states (82.4%[1]) this service is delivered by the public child welfare agency. Public child welfare agencies are the sole providers of intra-familial/quasi-familial child protective services in 27 states (52.9%); public child welfare agencies are one of multiple service providers in 15 states (29.4%). Other sources of intra-familial/quasi-familial child protective service provision include divisions within public human services departments (19.6% or 10 states), contract providers (21.6% or 11 states), and law enforcement agencies (9.8% or five states). Overall, 17 states (33.3%) use "agency custody/wardship," "agency custody/involuntary service," and "court order" as intake criteria for providing this service; 20 states (39.2%) indicated "voluntary request" as an intake criterion for provision of this service.
- *Child Protective Services—Licensed Child Care Facilities* rank second in terms of both statewide coverage (98.0% or 49 states and the District of Columbia) and the delivery of services by public child welfare agencies (76.5% or 39 states). Alaska provides this service in some localities rather than on a statewide basis. Of all the Child Protective Program services, licensed child care facilities have the greatest reliance on divisions within public human services departments for service delivery (35.3% or 18 states). One possible explanation for this is that licensing divisions often conduct investigations of abuse/neglect in child care facilities.
- *Child Protective Services—Third-Party Situations* are available statewide to a lesser extent (86.3% or 44 states) than either CPS—Intra-Familial/Quasi-Familial Situations or CPS—Licensed Child Care Facilities. Although 37 states (72.5%) deliver third-party child protective services within the public child welfare agency, 23 states (45.1%) reported "other" service providers. Sixteen of these 23 states (70.0%) identified law enforcement agencies as the provider of third- party child protective services.

[1]Signifies 82.4 percent of the 51 respondents.

- *Allegation of Abuse/Neglect* is the *sole* intake criterion indicated by: 28 states (54.9%) for providing intra-familial/quasi-familial child protective services, 36 states (70.6%) for providing CPS—licensed child care facilities, and 31 states (60.8%) for providing third-party child protective services. The number of states using "Allegation of Abuse/Neglect" as an intake criterion for these three services, as shown in Chart A1, represents all states that reported "allegation" as an intake criterion. This includes states for which it is the sole intake criterion as well as states for which it is one among multiple intake criteria for providing services.

- An equal number of states provide child protective *day care services* and *emergency shelter services* statewide (43 states or 84.3%). In both types of services, states rely heavily on contract providers for the delivery of services (68.6% or 35 states and 66.7% or 34 states, respectively). This is also the case for *Homemaker Services*—home maintenance and family management services provided to families with children to prevent unnecessary removal of the child from the home—in which contract providers deliver services in 33 states (64.7%). Emergency shelter services are delivered almost equally by public child welfare agencies (64.7% or 33 states) and contract providers (66.7% or 34 states); public child welfare agencies deliver day care services (37.3% or 19 states) to a lesser extent than contract providers (68.6% or 35 states). In fact, of all child protective program services, day care services rank the second lowest in terms of service delivery by public child welfare agencies. Income tests are most frequently used as an intake criterion for providing day care services (45.1% or 23 states).

- *Intensive home-based services*—short-term crises intervention services delivered in the home of families with children at risk of placement—are predominantly local in coverage (66.7% or 34 states). Contract providers deliver intensive home-based services in 38 states (74.5%); the public child welfare agency provides these services in 29 states (56.9%). In only seven of these 29 states is the public child welfare agency the sole provider of intensive home-based services.

- *Respite services* are also predominantly local in coverage (51.0% or 26 states). Other than "other services" specified by the states, respite services rank the lowest of all child protective program services in terms of both statewide coverage (27.4% or 14 states) and the delivery of services by public child welfare agencies (33.3% or 17 states). Public child welfare agencies are the exclusive providers of respite services in four of the 17 states in which they provide services. Nine states (17.6%) indicated that respite services were not available anywhere in the state/jurisdiction.

- The *"other services"* most frequently identified by states include counseling/therapeutic services; family support services (including chores, babysitting, and other services similar to homemakers)/family preservation and reunification; and parent support/education/single-parent services. Approximately 60 percent of these "other services" are provided on a statewide basis, with service delivery shared by the public child welfare agency and contract providers. The predominant intake criterion for providing these "other services" is allegation of abuse/neglect.

CHART A1*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**CHILD PROTECTIVE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / CHILD PROTECTIVE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | Statewide | Some Localities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **CHILD PROTECTIVE SERVICES - Intra Familial/Quasi-Familial Situations** The range of services provided in response to an allegation of child abuse and neglect including intake, screening, investigation, disposition determination, crisis intervention/family stabilization and discharge. | 0<br>0 | 100.0<br>(51) | 2.0<br>(1) | 82.4<br>(42) | 19.6<br>(10) | 21.6<br>(11) | 9.8<br>(5) | 100 (51) | 33.3 (17) | 33.3 (17) | 33.3 (17) | 39.2 (20) | 2.0 (1) | 3.9 (2) |
| **CHILD PROTECTIVE SERVICES - Licensed Child Care Facilities** The range of services (see above) provided in connection with an allegation of child abuse and neglect in a licensed child care facility (i.e. day care, group care, foster family care, residential care). | 0<br>0 | 98.0<br>(50) | 3.9<br>(2) | 76.5<br>(39) | 35.3<br>(18) | 19.6<br>(10) | 13.7<br>(7) | 98 (50) | 19.6 (10) | 21.6 (11) | 15.9 (8) | 15.9 (8) | 0 (0) | 0 (0) |
| **CHILD PROTECTIVE SERVICES - Third Party Situations** The range of services (see above) provided in connection with an allegation of abuse and neglect by a third-party perpetrator (i.e. stranger, school employee, coach, babysitter, day care provider). | 5.9<br>(3) | 86.3<br>(44) | 7.8<br>(4) | 72.5<br>(37) | 21.6<br>(11) | 13.7<br>(7) | 45.1<br>(23) | 80.4 (41) | 17.6 (9) | 15.7 (8) | 17.6 (9) | 13.7 (7) | 2.0 (1) | 3.9 (2) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A1 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**CHILD PROTECTIVE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / CHILD PROTECTIVE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **DAY CARE SERVICES** Licensed or approved family or group services operating on a less-than-24 hour basis, for the care of children away from their homes during some part of the day. | 0 | 84.3 | 15.7 | 37.3 | 23.5 | 68.6 | 13.7 | 62.7 (32) | 37.3 (19) | 29.4 (15) | 37.3 (19) | 58.8 (30) | 45.1 (23) | 19.6 (10) |
| | 0 | (43) | (8) | (19) | (12) | (35) | (7) | | | | | | | |
| **EMERGENCY SHELTER SERVICES** A temporary placement for children; usually up to 30 days. The care may be in a group shelter or a foster family. | 0 | 84.3 | 19.6 | 64.7 | 11.8 | 66.7 | 3.9 | 76.5 (39) | 72.5 (37) | 47.1 (24) | 66.7 (34) | 62.4 (32) | 3.9 (2) | 5.9 (3) |
| | 0 | (43) | (10) | (33) | (6) | (34) | (2) | | | | | | | |
| **HOMEMAKER SERVICES** Services provided by a qualified person to families with children on home maintenance and family management to prevent unnecessary removal of the child from the home. | 2.0 | 52.9 | 37.3 | 45.1 | 23.5 | 64.7 | 3.9 | 78.4 (40) | 35.3 (18) | 33.3 (17) | 51 (26) | 58.8 (30) | 15.7 (8) | 5.9 (3) |
| | (1) | (27) | (19) | (23) | (12) | (33) | (2) | | | | | | | |
| **INTENSIVE HOME-BASED SERVICES** Short-term crisis intervention services delivered in the home of families and children at risk of placement. | 2.0 | 33.3 | 66.7 | 56.9 | 21.6 | 74.5 | 3.9 | 80.4 (41) | 31.4 (16) | 41.2 (21) | 54.9 (28) | 51 (26) | 5.9 (3) | 13.7 (7) |
| | (1) | (17) | (34) | (29) | (11) | (38) | (2) | | | | | | | |

CHART A1 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**CHILD PROTECTIVE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / CHILD PROTECTIVE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **RESPITE SERVICES** Services designed to provide temporary relief to a parent or caretaker of a child with a defined need. | 17.6 (9) | 27.4 (14) | 51.0 (26) | 33.3 (17) | 17.6 (9) | 56.9 (29) | 2.0 (1) | 51 (26) | 41.2 (21) | 31.4 (16) | 29.4 (15) | 54.9 (28) | 5.9 (3) | 7.8 (4) |
| **OTHER SERVICE - (Specify)**** | | | | | | | | | | | | | | |
| _____ | 0 | 19.6 | 13.7 | 17.6 | 2.0 | 19.6 | 2.0 | 19.6 (10) | 9.8 (5) | 9.8 (5) | 15.7 (8) | 15.7 (8) | 5.9 (3) | 5.9 (3) |
| _____ | 0 | (10) | (7) | (9) | (1) | (10) | (1) | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: counseling/therapeutic services; family support services, family preservation/reunification; parent support/education/single parent services; case management; medical and/or psychological assessments; prevention/early intervention for children at risk; transportation; volunteer services; youth services; information and referral; and sexual abuse treatment.

## II. Out-of-Home Care Programs

As detailed in Chart A2, following this section, Out-of-Home Care Programs include eight service areas:

- Foster Family Care Services
- Foster Family Care Services—Therapeutic/Specialized
- Foster Family Recruitment Services
- Group Home Care Services
- Residential Treatment Services
- Independent Living Services—Youth Aged 16 or Older
- Independent Living Services—Youth Aged 12 to 15
- Other Service(s)

The rate of statewide coverage of these out-of-home care services is ranked below from most to least frequent.

| Out-of-Home Care Program Services | Statewide Coverage Percentage | Number of States |
|---|---|---|
| Foster Family Care Services | 100.0 | 51 |
| Foster Family Recruitment Services | 92.2 | 47 |
| Independent Living Services (Youth Aged 16 or Older) | 68.7 | 35 |
| Residential Treatment Services | 62.7 | 32 |
| Foster Family Care Services: Therapeutic/Specialized | 56.9 | 29 |
| Group Home Care Services | 56.9 | 29 |
| Independent Living Services (Youth Aged 12 to 15) | 15.7 | 8 |

### Highlights of Out-of-Home Care Program Services

- *Foster family care* is the predominant statewide service within this program area (100% or 50 states and the District of Columbia). In approximately one-half of the states (49% or 25 states), foster family care services are delivered by both public child welfare agencies and by contract providers. These 25 states comprise a sizeable majority of the 41 states that indicated service delivery by public child welfare agencies and the 30 states that reported service delivery by contract providers. Contract providers are the exclusive providers of foster family care services in four of the remaining five states in the latter category.
- *Agency custody/wardship* was the most frequently reported intake criterion for providing foster family care services (80.4% or 41 states). Fourteen states (27.4%) indicated the same combination of five intake criteria for providing this service: Allegation of Abuse/Neglect, Agency Custody/Wardship, Agency Custody/Involuntary Services, Court Ordered, and Voluntary Request. New Jersey, one of three states that identified "income-tested" as an intake criterion for providing foster family services, reported that although foster care placements are not governed by clients' ability to pay, service fees are based on the parents' ability to pay for services.
- *Foster family recruitment services* rank second (92.2% or 47 states) in statewide coverage of the eight out-of-home program services. Compared to the other program services, the highest rate of service delivery by public child welfare agencies occurs in this service area (84.3% or 43 states). Eighteen states (35.3%) use contract providers, as well as public child welfare agencies, to recruit foster families.
- In comparison to foster family care services and foster family recruitment services, *therapeutic/specialized foster family care services* have a modest level of statewide coverage (56.9% or 29 states). This may be because such services are a relatively recent phenomenon. Statewide coverage for *group home care services* and *residential treatment services* is also moderate (56.9% or 29 states and 62.7% or 32 states, respectively). Over one-third of each of these three services—therapeutic/specialized foster family care services, group home care services, and residential treatment services— are provided on only a local basis.
- Thirty-one states (60.8%) offered no Independent Living Services for Youth Aged 12 to 15. One reason may be because federal funds are

unavailable for services to this age group. In contrast, because federal monies are available for independent living services for youth aged 16 or older, such services are provided in 35 states (68.6%) on a statewide basis.

- Contract providers are used extensively to deliver group home care services (86.3% or 44 states), residential treatment services (84.3% or 43 states), and independent living services for youth aged 16 or older (84.3% or 43 states). In all three service categories, these contractors are the primary service providers.
- Although a few states use income tests as intake criteria for providing out-of-home program services, this intake criterion is most commonly associated with group home care services and residential treatment services (11.8% or six states). The high cost of such services may be one explanation for this practice.
- Agency Custody/Wardship is used by 40 to 45 states (78.4% to 88.2%) as an intake criterion for providing: group home care services (88.2% or 45 states); residential treatment services (82.4% or 42 states); independent living services for youth aged 16 and older (82.4% or 42 states); foster family care services (80.4% or 41 states); and foster family care services—therapeutic/ specialized (78.4% or 40 states).
- Forty states (78.4%) provide therapeutic/ specialized foster family care services in response to agency custody/wardship; in 29 states (56.9%), access to these services is provided by voluntary request. Agency custody/wardship is also an intake criterion in 24 of these 29 states.
- Slightly more than half the states (52.9% or 27 states) reported that independent living services for youth aged 16 and older are provided in response to a court order.
- Since foster family recruitment is an administrative activity used to provide foster family care services, intake criteria are not particularly relevant to this activity. Thus, it is not surprising that few states reported intake criteria for this service. The most frequent response (27.4%) was "other" intake criteria. Thirteen of the 14 states that reported "other" criteria supplied no additional information.

CHART A2*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**OUT-OF-HOME CARE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / OUT-OF-HOME CARE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **FOSTER FAMILY CARE SERVICES** A licensed or approved family unit which provides substitute care for a child on a 24-hour basis; the family may or may not be reimbursed for board and other expenses. | 0 | 100.0 | 0 | 80.4 | 13.7 | 58.8 | 15.7 | 58.8 (30) | 80.4 (41) | 49 (25) | 70.6 (36) | 72.5 (37) | 5.9 (3) | 3.9 (2) |
| | 0 | (51) | 0 | (41) | (7) | (30) | (8) | | | | | | | |
| **FOSTER FAMILY CARE SERVICES: Therapeutic/Specialized** Provision of specialized services to children with defined needs by a licensed or approved family unit on a 24-hour basis; the family may or may not be reimbursed for board and other expenses. | 0 | 56.9 | 43.1 | 70.6 | 9.8 | 74.5 | 5.9 | 49 (25) | 78.4 (40) | 43.1 (22) | 60.8 (31) | 56.9 (29) | 3.9 (2) | 2.0 (1) |
| | 0 | (29) | (22) | (36) | (5) | (38) | (3) | | | | | | | |
| **FOSTER FAMILY RECRUITMENT SERVICES** The range of services provided in connection with the identification, selection and preparation of families to foster a child. | 0 | 92.2 | 9.8 | 84.3 | 21.6 | 35.3 | 11.8 | 11.8 (6) | 15.7 (8) | 9.8 (5) | 9.8 (5) | 23.5 (12) | 2.0 (1) | 27.4 (14) |
| | 0 | (47) | (5) | (43) | (11) | (18) | (6) | | | | | | | |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A2 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**OUT-OF-HOME CARE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / OUT-OF-HOME CARE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **GROUP HOME CARE SERVICES** Twenty-four hour care for children in a small group setting (approximately seven to twelve children). | 0 | 56.9 | 39.2 | 41.2 | 2.0 | 86.3 | 7.8 | 56.9 (29) | 88.2 (45) | 43.1 (22) | 64.7 (33) | 51 (26) | 11.8 (6) | 3.9 (2) |
| | 0 | (29) | (20) | (21) | (1) | (44) | (4) | | | | | | | |
| **RESIDENTIAL TREATMENT SERVICES** The care, treatment and related services, provided to a child deemed to be in need of care on a 24-hour basis for a temporary or extended time period by an institution with appropriate therapeutic services and environment. | 0 | 62.7 | 35.3 | 33.3 | 9.8 | 84.3 | 13.7 | 51 (26) | 82.4 (42) | 43.1 (22) | 60.8 (31) | 41.2 (21) | 11.8 (6) | 9.8 (5) |
| | 0 | (32) | (18) | (17) | (5) | (43) | (7) | | | | | | | |
| **INDEPENDENT LIVING SERVICES - Youth 16+ Years** A series of developmental activities that provide opportunities for youth to gain the skills needed to be self-sufficient adults. | 0 | 68.6 | 29.4 | 64.7 | 15.7 | 84.3 | 3.9 | 39.2 (20) | 82.4 (42) | 43.1 (22) | 52.9 (27) | 41.2 (22) | 2.0 (1) | 5.9 (3) |
| | 0 | (35) | (15) | (33) | (8) | (43) | (2) | | | | | | | |
| **INDEPENDENT LIVING SERVICES - Youth 12 to 15 Years** A series of developmental activities that provide opportunities for young people to gain the skills needed to be self-sufficient adults. | 60.8 | 15.7 | 15.7 | 21.6 | 9.8 | 23.5 | 0 | 11.8 (6) | 31.4 (16) | 7.8 (4) | 9.8 (5) | 7.8 (4) | 2.0 (1) | 3.9 (2) |
| | (31) | (8) | (8) | (11) | (5) | (12) | (0) | | | | | | | |

CHART A2 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**OUT-OF-HOME CARE PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / OUT-OF-HOME CARE PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| OTHER SERVICE - (Specify)** | 0 | 2.0 | 15.7 | 7.8 | 2.0 | 7.8 | 2.0 | 7.8 (4) | 11.8 (6) | 5.9 (3) | 9.8 (5) | 3.9 (2) | 0 (0) | 3.9 (2) |
| _____ | 0 | (1) | (8) | (4) | (1) | (4) | (1) | | | | | | | |
| _____ | | | | | | | | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: youth services; therapeutic group home; AIDS foster home services; detention reimbursement; psychiatric treatment; and families first.

## III. Adoption Programs

Adoption Programs, for the purposes of this study, consist of eight service areas:

- Adoption Services—Special Needs Children
- Adoption Services—Domestic Non-Special Needs Adoption
- Adoption Services—Intercountry Adoption Services
- Prospective Adoptive Family Recruitment Services—Special Needs Children
- Prospective Adoptive Family Recruitment Services—Non-Special Needs Children
- Post-Legal Adoption Services—Special Needs Children
- Post-Legal Adoption Services—Domestic and Intercountry Non-Special Needs Children
- Other Service(s)

Chart A3, which follows this section, shows the frequency distributions of service coverage, service delegation, and intake criteria for Adoption Program Services.

The statewide coverage of these adoption services is ranked below in decreasing order of frequency.

| Adoption Program Services | Statewide Coverage Percentage | Number of States |
|---|---|---|
| Adoption Services—Special Needs Children | 100.0 | 51 |
| Prospective Adoptive Family Recruitment Services—Special Needs Children | 98.0 | 50 |
| Adoption Services—Domestic Non-Special Needs Adoption | 92.2 | 47 |
| Prospective Adoptive Family Recruitment Services—Non-Special Needs Children | 66.7 | 34 |
| Post-Legal Adoption Services—Special Needs Children | 54.9 | 28 |
| Adoption Services—Intercountry Adoption Services | 47.1 | 24 |
| Post-Legal Adoption Services—Domestic and Intercountry Non-Special Needs Children | 33.3 | 17 |

## Highlights of Adoption Program Services

- Statewide *Adoption Services for Special Needs Children* are universally available (100% or 50 states and the District of Columbia). Ranking second in terms of statewide coverage are *Prospective Adoptive Family Recruitment Services for Special Needs Children* (98% or 49 states and the District of Columbia; Alaska provides this service in some localities rather than on a statewide basis). The frequencies of service delivery by public child welfare agencies and contract providers are comparable across these two types of service. In 40 states (78.4%), public child welfare agencies deliver adoption services for special needs children; in 41 states (80.4%), public child welfare agencies deliver prospective adoptive family recruitment services for special needs children. In addition, contract providers are used to deliver both services in 28 states (54.9%). Only in North Dakota are contract providers relied on exclusively for the delivery of these two adoption services. The extent to which these services are provided by divisions within public human services departments is also approximately equal across these two types of service. Such divisions provide adoption services for special needs children in 14 states (27.4%); they deliver prospective adoptive family recruitment services for special needs children in 12 states (23.5%).
- *Domestic Non-Special Needs Adoption Services* rank third in terms of statewide coverage. In approximately three-quarters of the states, public child welfare agencies deliver these services either exclusively or in combination with other delivery entities. One-third of the states indicated "other" service providers; private child placement agencies constitute 13 of these 17 other providers (76.5%). Of the 17 states that identified other providers, only two—Wyoming

and Florida— reported that these other entities provided all services. The two predominant intake criteria for this category of service are agency custody/wardship and voluntary request. Of the 43 states that reported intake criteria for this service, 35 states (81.4%) indicated agency custody/wardship and 32 states (74.4%) indicated voluntary request. Agency custody/wardship was the sole intake criterion identified by eight (18.6%) of the 43 states for providing domestic non-special needs adoption services.

- *Post-legal adoption services for special needs children* are available statewide in 28 states (54.9%); they are provided only in some localities in 15 states (29.4%). In 31 states (60.8%), public child welfare agencies deliver post-legal adoption services for special needs children; in 12 of these states (38.7%), public child welfare agencies provide these services exclusively.
- Across all eight adoption service areas, services are more often offered "statewide" than by "some localities." Nationally, no one of these services is primarily local in coverage. Although some of the adoption program services have modest to moderate rates of statewide coverage (e.g., intercountry adoption services, prospective adoptive family recruitment services for non-special needs children, post- legal adoption services for special needs children, and domestic and intercountry post-legal adoption services for non-special needs children), these services, when available, are predominantly offered on a statewide basis.
- Public child welfare agencies are the primary providers of service for all adoption program services, with one noteworthy exception. In the case of *intercountry adoption services*, "other" service providers are the predominant providers of service, with 22 states (43.1%) reporting service delivery by private child placement agencies.
- "Voluntary request" is the most prevalent intake criterion for all but two of the eight adoption program services—adoption services for special needs children and domestic adoption services for non-special needs children. Agency custody/wardship is the most prevalent and voluntary request the second most prevalent intake criterion for providing these two services.

CHART A3*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**ADOPTION PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / ADOPTION PROGRAM | COVERAGE: N/A | COVERAGE: Statewide | COVERAGE: Some Localities | SERVICES DELIVERED BY: Public Child Welfare Agency | SERVICES DELIVERED BY: Division Within Public Human Services Department | SERVICES DELIVERED BY: Contract Provider | SERVICES DELIVERED BY: Other | INTAKE CRITERIA FOR PROVIDING SVCS: Allegation of Abuse/Neglect | Agency Custody/Wardship | Agency Custody/Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ADOPTION SERVICES - Special Needs Children** The range of services provided to children defined by state or federal statute as special needs in connection with the entire legal process of adoption, including intake, preplacement activities and planning, adoptive placement and past placement activities. | 0<br>0 | 100.0<br>(51) | 2.0<br>(1) | 78.4<br>(40) | 27.4<br>(14) | 54.9<br>(28) | 13.7<br>(7) | 27.4 (14) | 90.2 (46) | 39.2 (20) | 47.1 (24) | 62.7 (32) | 0 (0) | 5.9 (3) |
| **ADOPTION SERVICES - Domestic Non-Special Needs Adoption** The range of services provided in connection with the entire legal process of adoption (see above) to children who are not defined by state or federal statute as special needs. | 5.9<br>(3) | 92.2<br>(47) | 3.9<br>(2) | 72.5<br>(37) | 19.6<br>(10) | 23.5<br>(12) | 33.3<br>(17) | 23.5 (12) | 68.6 (35) | 29.4 (15) | 45.1 (23) | 62.7 (32) | 3.9 (2) | 2.0 (1) |
| **ADOPTION SERVICES - Intercountry Adoption Services** The range of services provided in connection with the entire legal process of adoption (see above) to foreign born children who are adopted abroad or are to be adopted in the U.S. | 27.4<br>(14) | 47.1<br>(24) | 13.7<br>(7) | 23.5<br>(12) | 7.8<br>(4) | 9.8<br>(5) | 43.1<br>(22) | 2.0 (1) | 9.8 (5) | 2.0 (1) | 13.7 (7) | 33.3 (17) | 2.0 (1) | 9.8 (5) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A3 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**ADOPTION PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / ADOPTION PROGRAM | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **PROSPECTIVE ADOPTIVE FAMILY Recruitment Services - Special Needs Children** The range of services, provided in connection with the selection of prospective adoptive persons, including recruitment, assessment and preparation for the adoptive placement of a special needs child. | 0<br>0 | 98.0<br>(50) | 7.8<br>(4) | 80.4<br>(41) | 23.5<br>(12) | 54.9<br>(28) | 21.6<br>(11) | 3.9 (2) | 27.4 (14) | 7.8 (4) | 11.8 (6) | 43.1 (22) | 0 (0) | 21.6 (11) |
| **PROSPECTIVE ADOPTIVE FAMILY RECRUITMENT SERVICES - Non-Special Needs Children** See above. Recruitment is for the purpose of finding, studying, and preparing families/individuals to adopt a non-special needs child. | 21.6<br>(11) | 66.7<br>(34) | 13.7<br>(7) | 52.9<br>(27) | 13.7<br>(7) | 19.6<br>(10) | 25.5<br>(13) | 2.0 (1) | 23.5 (12) | 7.8 (4) | 13.7 (7) | 29.4 (15) | 0 (0) | 19.6 (10) |
| **POST-LEGAL ADOPTION SERVICES - Special Needs Children** The range of services including counseling, group support, respite care, and referral provided to families who have legally adopted a special needs child, as defined by state or federal statutes. | 13.7<br>(7) | 54.9<br>(28) | 29.4<br>(15) | 60.8<br>(31) | 19.6<br>(10) | 43.1<br>(22) | 19.6<br>(10) | 7.8 (4) | 25.5 (13) | 7.8 (4) | 13.7 (7) | 52.9 (27) | 3.9 (2) | 9.8 (5) |

CHART A3 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**ADOPTION PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / ADOPTION PROGRAM | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **POST-LEGAL ADOPTION SERVICES - Domestic and Intercountry Non-Special Needs Children** The range of services (see above) provided to families who have legally adopted a non-special needs child. | 31.4 (16) | 33.3 (17) | 29.4 (15) | 45.1 (23) | 9.8 (5) | 19.6 (10) | 25.5 (13) | 7.8 (4) | 11.8 (6) | 3.9 (2) | 11.8 (6) | 43.1 (22) | 3.9 (2) | 5.9 (3) |
| **OTHER SERVICE - (Specify) **** | | | | | | | | | | | | | | |
| _____ | 0 | 15.7 | 2.0 | 17.6 | 0 | 2.0 | 2.0 | 0 (0) | 3.9 (2) | 2.0 (1) | 2.0 (1) | 5.9 (3) | 2.0 (1) | 7.8 (4) |
| _____ | 0 | (8) | (1) | (9) | 0 | (1) | (1) | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: adoption search/reunion/information registry; adoption subsidy/support services; adoption resources exchange; non-recurring expenses; open adoption; and step-parent adoption.

## IV. Court-Related Program Services

In this study, the three areas of court studies below and other service(s) constitute court-related program services:

- Divorce: Visitation/Custody
- Independent Adoption
- Dependency/Abuse/Neglect

Chart A4, which immediately follows this section, shows the data reported on these program services by the 50 states and the District of Columbia.

## Highlights of Court-Related Program Services

- Court studies pertaining to *dependency, abuse, and/or neglect* are the predominant service in this program area. Forty-nine states (96.1%) provide these studies statewide. The District of Columbia indicated service provision in some localities; no response was reported by Massachusetts regarding service coverage. These studies are conducted by public child welfare agencies in 41 states (80.4%), with allegation of abuse/neglect and court order the most frequent intake criteria for providing services (68.6% or 35 states and 58.8% or 30 states, respectively).
- The two other categories of court studies—*divorce: visitation/custody* and *independent adoption*—have approximately the same level of statewide coverage and service delivery by public child welfare agencies (62.7% to 64.7% statewide coverage and 60.8% to 62.7% delivery by public child welfare agencies). Eleven states (21.6%) reported that court studies pertaining to divorce were not available anywhere in the state/jurisdiction; eight states (15.7%) reported that court studies concerning independent adoption were not available. Some states have laws prohibiting independent adoptions, and thus would not offer related court studies.
- Relatively few states rely on contract providers to deliver services in this area (5.9% to 9.8%). "Other" service providers were reported by approximately one-third of the 51 respondents, however, in court studies pertaining to divorce and independent adoption. In both areas, private agencies were most frequently identified as other service providers [nine of the 18 states (50.0%) in court studies regarding divorce; 10 of the 16 states (62.5%) in court studies regarding independent adoption]. Licensed social workers were indicated in both categories of court studies by approximately one-quarter of the states that reported other service providers.
- Across the three areas of court studies, "court-ordered" is the most prevalent intake criterion (58.8% to 68.6%). In fact, "court-ordered" is the *sole* intake criterion indicated by 31 states (60.8%) for court studies regarding divorce and 28 states (54.9%) for court studies concerning independent adoption. The true percentages of these response rates are much greater as not all 51 respondents provided information on intake criteria. Rather, "court-ordered" is the sole intake criterion reported by 31 of the 36 states that provided intake criteria (88.6%) for court studies regarding divorce and 28 of the 35 states that provided intake criteria (80.0%) for court studies concerning independent adoption.

CHART A4*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**COURT-RELATED PROGRAM SERVICES**

| SERVICES AND THEIR DEFINITIONS / COURTS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS. | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **COURT STUDIES - Divorce: Visitation/Custody** Studies specifically requested by the court in connection with a divorce custody/visitation dispute. | 21.6 (11) | 62.7 (32) | 17.6 (9) | 60.8 (31) | 15.7 (8) | 9.8 (5) | 35.3 (18) | 7.8 (4) | 0 (0) | 0 (0) | 68.6 (35) | 3.9 (2) | 2.0 (1) | 2.0 (1) |
| **COURT STUDIES - Independent Adoption** Studies specifically requested by the court in connection with the filing of a petition for an independent adoption. | 15.7 (8) | 64.7 (33) | 19.6 (10) | 62.7 (32) | 19.6 (10) | 9.8 (5) | 31.4 (16) | 3.9 (2) | 0 (0) | 0 (0) | 60.8 (31) | 9.8 (5) | 3.9 (2) | 5.9 (3) |
| **COURT STUDIES - Dependency/Abuse/Neglect** Studies specifically prepared for the court in connection with the filing of a petition for dependency, neglect or abandonment. | 0 0 | 96.1 (49) | 2.0 (1) | 80.4 (41) | 21.6 (11) | 5.9 (3) | 11.8 (6) | 68.6 (35) | 31.4 (16) | 27.4 (14) | 58.8 (30) | 17.6 (9) | 0 (0) | 2.0 (1) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A4 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**COURT-RELATED PROGRAM SERVICES**

| SERVICES AND THEIR DEFINITIONS / COURTS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **OTHER SERVICE - (Specify)**** | | | | | | | | | | | | | | |
| _____ | 0 | 7.8 | 0 | 7.8 | 2.0 | 2.0 | 2.0 | 2.0 (1) | 5.9 (3) | 2.0 (1) | 5.9 (3) | 3.9 (2) | 0 (0) | 3.9 (2) |
| _____ | 0 | (4) | (0) | (4) | (1) | (1) | (1) | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: supervision of parent-child visits in divorce custody cases; independent adoption evaluations; crisis intervention unit for parent-youth conflict resolution (oversees youth shelter); child placement review boards (report to court); periodic review of custody orders; and alleged status offender/alleged delinquent.

## V. Treatment Programs

For the purposes of this survey, treatment programs as depicted in Chart A5, which follows this section, are comprised of nine service areas related to child welfare. Treatment areas include:

- Alcohol Abuse by Children
- Alcohol Abuse by Parents
- Child Sexual Abuse
- Counseling
- Drug Abuse by Children
- Drug Abuse by Parents
- Physical Health
- Mental Health
- Other Service(s)

Below, the statewide availability of these treatment services is ranked in decreasing order of frequency:

| Treatment Program Services | Statewide Coverage | |
|---|---|---|
| | Percentage | Number of States |
| Counseling | 88.2 | 45 |
| Mental Health | 86.3 | 44 |
| Physical Health | 82.4 | 42 |
| Child Sexual Abuse | 58.8 | 30 |
| Alcohol Abuse by Parents | 49.0 | 25 |
| Alcohol Abuse by Children | 49.0 | 25 |
| Drug Abuse by Parents | 49.0 | 25 |
| Drug Abuse by Children | 45.1 | 23 |

### Highlights of Treatment Program Services

- *Counseling* is the predominant treatment service in terms of both statewide coverage and service delivery by public child welfare agencies. Forty-five states (88.2%) provide counseling services statewide; public child welfare agencies deliver this service in 37 states (72.5%). In 12 of these 37 states, public child welfare agencies are the sole service delivery entity.
- From this rank order, statewide coverage levels are comparable for treatment services pertaining to *alcohol abuse by parents, alcohol abuse by children, drug abuse by parents,* and *drug abuse by children*. With the exception of treatment services for drug abuse by children, which is minimally lower, the rates of statewide availability are equivalent.
- For each of the four services mentioned above, the frequencies of "other" service providers are relatively comparable (45.1% to 47.1% or 23 to 24 states). In the case of treatment services for the alcohol abuse of children and parents, private providers, the most frequent response, constitute one- third to two-fifths of these "other" service providers. State departments of health and mental health were also frequently identified as "other" providers of alcohol abuse treatment. In the case of treatment for children and parents who abuse drugs, state departments of health/public health were the predominant response and comprise slightly more than one-third of the reported "other" service providers. State departments of mental health are a secondary source of drug abuse treatment services.
- With the exception of counseling services and child sexual abuse treatment services, public child welfare agencies are the *least* frequent providers of treatment program services. As mentioned above, public child welfare agencies are the primary providers of counseling services (72.5% or 37 states). Public child welfare agencies rank second (54.9% or 28 states) to contract providers (74.5% or 38 states) in the delivery of child sexual abuse treatment services. Thus, there is an extensive reliance on contract providers and "other" service providers throughout this program area, and, to a lesser degree, divisions within public human services departments for the delivery of treatment services.
- "Voluntary Request" is the predominant intake criterion for providing five of the eight treatment services (excluding "other services"): alcohol abuse by children; alcohol abuse by parents; drug abuse by children; drug abuse by parents; and mental health services. Agency custody/wardship is the most

prevalent intake criterion for providing counseling and health treatment services. Allegation of abuse/neglect is the most frequent intake criterion for providing child sexual abuse treatment services. Twelve states (23.5%) offer income-tested access to health and mental health treatment services.

CHART A5*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**TREATMENT PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / TREATMENT PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **TREATMENT SERVICE - Alcohol Abuse: Children** A range of therapeutic interventions provided to children who abuse alcohol and who are at risk of removal or who have been removed from the home. | 3.9 (2) | 49.0 (25) | 41.2 (21) | 13.7 (7) | 33.3 (17) | 54.9 (28) | 47.1 (24) | 31.4 (16) | 47.1 (24) | 31.4 (16) | 43.1 (22) | 62.7 (32) | 9.8 (5) | 11.8 (6) |
| **TREATMENT SERVICE - Alcohol Abuse: Parents** A range of therapeutic interventions provided to parents who abuse alcohol, and whose children are at risk of placement or who have been removed from the home. | 9.8 (5) | 49.0 (25) | 35.3 (18) | 9.8 (5) | 31.4 (16) | 43.1 (22) | 45.1 (23) | 31.4 (16) | 31.4 (16) | 25.5 (13) | 43.1 (22) | 60.8 (31) | 11.8 (6) | 7.8 (4) |
| **TREATMENT SERVICE - Child Sexual Abuse** A range of therapeutic interventions provided to child sexual abuse victims and their families. | 0 0 | 58.8 (30) | 39.2 (20) | 54.9 (28) | 17.6 (9) | 74.5 (38) | 25.5 (13) | 80.4 (41) | 52.9 (27) | 45.1 (23) | 58.8 (30) | 51.0 (26) | 7.8 (4) | 7.8 (4) |
| **TREATMENT SERVICE - Counseling** Guidance and support by the caseworker of the child and his/her family provided independently of other services while the child is residing out of the home. | 2.0 (1) | 88.2 (45) | 9.8 (5) | 72.5 (37) | 31.4 (16) | 52.9 (27) | 3.9 (2) | 64.7 (33) | 70.6 (36) | 49.0 (25) | 60.8 (31) | 60.8 (31) | 7.8 (4) | 15.7 (8) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A5 (CONT.)
SERVICES PROVIDED BY CHILD WELPARE AGENCIES
**TREATMENT PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / TREATMENT PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary S.cs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **TREATMENT SERVICE - Drug Abuse: Children** See definition of Alcohol Abuse: Children; presenting problem is drug abuse. | 5.9 (3) | 45.1 (23) | 39.2 (20) | 9.8 (5) | 35.3 (18) | 49.0 (25) | 45.1 (23) | 31.4 (16) | 47.1 (24) | 31.4 (16) | 47.1 (24) | 52.9 (27) | 15.7 (8) | 13.7 (7) |
| **TREATMENT SERVICE - Drug Abuse: Parent** See definition of Alcohol Abuse: Parents; presenting problem is drug abuse. | 7.8 (4) | 49.0 (25) | 33.3 (17) | 3.9 (2) | 29.4 (15) | 41.2 (21) | 47.1 (24) | 17.6 (9) | 27.4 (14) | 21.6 (11) | 43.1 (22) | 56.9 (29) | 19.6 (10) | 7.8 (4) |
| **TREATMENT SERVICE - Health** A range of medical services provided to the child to help him/her become or remain a healthy individual. (These services do not include mental health services.) | 0 0 | 82.4 (42) | 5.9 (3) | 23.5 (12) | 41.2 (21) | 35.3 (18) | 39.2 (20) | 27.4 (14) | 47.1 (24) | 33.3 (17) | 31.4 (16) | 37.3 (19) | 23.5 (12) | 9.8 (5) |
| **TREATMENT SERVICE - Mental Health** Diagnostic and/or treatment services provided by a psychiatrist, psychologist or psychiatric caseworker to children who have mental health disorders. | 0 0 | 86.3 (44) | 5.9 (3) | 25.5 (13) | 49.0 (25) | 62.7 (32) | 43.1 (22) | 56.9 (29) | 64.7 (33) | 51.0 (26) | 64.7 (33) | 66.7 (34) | 23.5 (12) | 9.8 (5) |

CHART A5 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**TREATMENT PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / TREATMENT PROGRAMS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| OTHER SERVICE - (Specify) ** | 0 | 3.9 | 5.9 | 2.0 | 2.0 | 9.8 | 0 | 5.9 (3) | 3.9 (2) | 3.9 (2) | 3.9 (2) | 5.9 (3) | 2.0 (1) | 0 (0) |
| _____ | 0 | (2) | (3) | (1) | (1) | (5) | 0 | | | | | | | |
| _____ | | | | | | | | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: residential treatment; therapeutic foster care; individual and family therapy; family planning; information and referral; and services to juveniles who commit sexual offenses.

## VI. Juvenile and Single Parent Programs

Juvenile and single-parent programs encompass three service areas and other services in this survey (see Chart A6 which follows this section):

- Services to Pregnant Adolescents
- Services to Adolescent Parents and Their Children
- Status Offender Services
- Other Service(s)

## Highlights of Juvenile and Single Parent Programs

- Of the three service areas, the predominant service in terms of statewide coverage is *Status Offender Services* (74.5% or 38 states), followed by *Services to Pregnant Adolescents* (62.7% or 32 states), and *Services to Adolescent Parents and Their Children* (49% or 25 states).
- Across all three service areas, services are more frequently delivered by contract providers than by public child welfare agencies. In two of the three service categories, public child welfare agencies are the third most likely entity to deliver services. "Other" service providers are the primary providers of status offender services (41.2% or 21 states); contract providers rank second (37.3% or 19 states); and public child welfare agencies third (35.3% or 18 states). Approximately three-quarters of the "other" service providers are affiliated with juvenile court, probation departments, and/or the court system. In services pertaining to pregnant adolescents, contract providers deliver services most frequently (60.8% or 31 states), divisions within public human services departments rank second (47.1% or 24 states), and public child welfare agencies again rank third (43.1% or 22 states). The same number of public child welfare agencies (43.1% or 22 states) reported delivering services to pregnant adolescents and to adolescent parents and their children.
- "Voluntary request" is the predominant intake criterion for providing services to pregnant adolescents as well as services to adolescent parents and their children (34 states and 33 states, respectively). This is particularly noteworthy as only 41 states reported intake criteria for the former service (i.e., 10 nonrespondents), and thus, the proportion of states indicating "voluntary request" is more accurately presented as 82.9 percent. Likewise, 40 states reported intake criteria for the latter service, and thus, the proportion of states identifying "voluntary request" is more accurately shown as 82.5 percent. "Court-Ordered" is the most frequent intake criterion for providing status offender services. Of the 35 states that reported intake criteria for this service, 29 identified "court-ordered" as an intake criterion (82.9%).

CHART A6*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**JUVENILE AND SINGLE-PARENT PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / JUVENILES & SINGLE PARENTS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **SERVICES TO PREGNANT ADOLESCENTS** A range of supportive services including prevention, education, health care, social services, employment and training, child care, financial assistance and case management, provided to pregnant adolescents. | 5.9 (3) | 62.7 (32) | 33.3 (17) | 43.1 (22) | 47.1 (24) | 60.8 (31) | 23.5 (12) | 27.4 (14) | 31.4 (16) | 21.6 (11) | 21.6 (11) | 66.7 (34) | 17.6 (9) | 11.8 (6) |
| **SERVICES TO ADOLESCENT PARENTS AND THEIR CHILDREN** Services designed to support parents in assuming child-rearing responsibilities, and to assure their children receive necessary services and support. | 5.9 (3) | 49.0 (25) | 45.1 (23) | 43.1 (22) | 39.2 (20) | 54.9 (28) | 17.6 (9) | 31.4 (16) | 29.4 (15) | 23.5 (12) | 27.4 (14) | 64.7 (33) | 11.8 (6) | 15.7 (8) |
| **STATUS OFFENDER SERVICES** A range of services (including detention and diversion) provided to a juvenile who has committed an offense (curfew violators, runaways, truants, incorrigibles, minors in possession of alcohol) that would not be criminal if committed by an adult. | 7.8 (4) | 74.5 (38) | 9.8 (5) | 35.3 (18) | 27.4 (14) | 37.3 (19) | 41.2 (21) | 11.8 (6) | 31.4 (16) | 25.5 (13) | 56.9 (29) | 27.4 (14) | 2.0 (1) | 13.7 (7) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A6 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**JUVENILE AND SINGLE-PARENT PROGRAMS**

| SERVICES AND THEIR DEFINITIONS / JUVENILES & SINGLE PARENTS | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| OTHER SERVICE - (Specify)** | | | | | | | | | | | | | | |
| _____ | 2.0 | 7.8 | 5.9 | 5.9 | 0 | 13.7 | 2.0 | 3.9 (2) | 5.9 (3) | 5.9 (3) | 7.8 (4) | 11.8 (6) | 2.0 (1) | 2.0 (1) |
| _____ | (1) | (4) | (3) | (3) | (0) | (7) | (1) | | | | | | | |
| _____ | | | | | | | | | | | | | | |

**Other services: services to delinquent youth; single parent aid/prevention services/family support; pre-school for "at-risk" children; and homemaker services.

## VII. Interstate Program Services

Four areas of interstate compacts and other services comprise interstate program services (see Chart A7 which follows this section):

- Interstate Compact on Adoption and Medical Assistance (ICAMA);
- Interstate Compact on Juveniles (ICJ);
- Interstate Compact on Mental Health (ICMH);
- Interstate Compact on the Placement of Children (ICPC)

### Highlights of Interstate Compacts

- States party to any of the four types of interstate compacts provide services on a statewide basis. The concept of "local coverage" is not relevant to this program area.
- Statewide coverage of the *Interstate Compact on Juveniles* (ICJ) is universal throughout the nation. All 50 states and the District of Columbia are members of this compact. "Other" service providers, the predominant providers of service, deliver ICJ services in 25 states (49%). Departments/Divisions of Youth and/or Juvenile Services comprise 40 percent of these "other" service providers; Departments of Corrections constitute an additional 40 percent. Public child welfare agencies deliver ICJ services in 17 states (33.3%). Access to services provided under the Interstate Compact on Juveniles is predominantly through court order. (Some states did not report data on service delivery entities and intake criteria relevant to the Interstate Compact on Juveniles.)
- The *Interstate Compact on the Placement of Children* ranks second in statewide coverage. Forty-nine states and the District of Columbia reported they are signatories of this compact. (New Jersey became the 52nd jurisdiction party to this compact in January 1990.) Public child welfare agencies deliver services affiliated with this compact in 39 states (76.5%). The three most frequently identified intake criteria for these services are agency custody/wardship (64.7% or 33 states), court order (60.8% or 31 states), and agency custody/involuntary services (52.9% or 27 states).
- Services pertaining to the *Interstate Compact on Mental Health* (ICMH) rank third in terms of statewide coverage (88.2% or 44 states and the District of Columbia). Service delivery, for the most part, is shared equally between divisions within public human services departments (31.4% or 16 states) and "other" service providers (31.4% or 16 states). Eleven of these 16 other providers (68.8%) represent Divisions/Departments of Mental Health; the remaining five (31.2%) are Departments/ Divisions of Health. The predominant intake criterion for providing ICMH services is voluntary request. (As in the case of ICJ, data were not reported by some respondents on ICMH service providers and intake criteria.)
- Twenty-two states (43.1%) reported being parties to the *Interstate Compact on Adoption and Medical Assistance* (ICAMA). ICAMA services are delivered by public child welfare agencies in 17 of the 22 member states (77.3%). Approximately half of the compact members (i.e., one-fifth of the 51 respondents) use voluntary request as an intake criterion for providing ICAMA services.

CHART A7*
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**INTERSTATE PROGRAM SERVICES**

| SERVICES AND THEIR DEFINITIONS / INTERSTATE | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **INTERSTATE SERVICES:** **Interstate Compact on Adoption and Medical Assistance** Interstate services provided to special needs children covered by an adoption assistance agreement; state is a party to this compact. | 56.9 (29) | 43.1 (22) | 0 (0) | 33.3 (17) | 13.7 (7) | 3.9 (2) | 2.0 (1) | 3.9 (2) | 9.8 (5) | 5.9 (3) | 3.9 (2) | 19.6 (10) | 0 (0) | 17.6 (9) |
| **INTERSTATE COMPACT ON JUVENILES** Interstate services provided for the return of runaways, juvenile absconders and escapees, and out-of-state supervision of juvenile parolees and probationers; state is a party to this Compact. | 0 (0) | 100.0 (51) | 0 (0) | 33.3 (17) | 23.5 (12) | 3.9 (2) | 49.0 (25) | 5.9 (3) | 29.4 (15) | 21.6 (11) | 39.2 (20) | 23.5 (12) | 0 (0) | 21.6 (11) |
| **INTERSTATE COMPACT ON MENTAL HEALTH** Interstate services provided to mentally ill who are moved from one state's public institution to another state's public institution; state is a party to the Compact. | 11.8 (6) | 88.2 (45) | 0 (0) | 7.8 (4) | 31.4 (16) | 2.0 (1) | 31.4 (16) | 5.9 (3) | 9.8 (5) | 7.8 (4) | 17.6 (9) | 23.5 (12) | 0 (0) | 13.7 (7) |

*Each cell of this chart contains two numbers. The first number represents the **percentage** of respondents, based on a response rate of 51, that reported the particular category. The second number, displayed within parentheses, is the **total number of states** that provided this categorical response.

CHART A7 (CONT.)
SERVICES PROVIDED BY CHILD WELFARE AGENCIES
**INTERSTATE PROGRAM SERVICES**

| SERVICES AND THEIR DEFINITIONS / INTERSTATE | COVERAGE: | | | SERVICES DELIVERED BY: | | | | INTAKE CRITERIA FOR PROVIDING SVCS: | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N/A | State-wide | Some Local-ities | Public Child Welfare Agency | Division Within Public Human Services Department | Contract Provider | Other | Allegation of Abuse/ Neglect | Agency Custody/ Wardship | Agency Custody/ Involuntary Svcs. | Court Ordered | Voluntary Request | Income Tested | Other |
| **INTERSTATE SERVICES: Interstate Compact on the Placement of Children** Interstate services provided (pre-placement home study, placement determination, case supervision) in connection with a request to place a child by an agency/court/individual of a party state. | 2.0<br>(1) | 98<br>(50) | 0<br>(0) | 76.5<br>(39) | 27.4<br>(14) | 11.8<br>(6) | 9.8<br>(5) | 25.5 (13) | 64.7 (33) | 52.9 (27) | 60.8 (31) | 43.1 (22) | 0 (0) | 23.5 (12) |
| **OTHER SERVICE - (Specify)**<br>None. | | | | | | | | | | | | | | |

# VIII. Comparative Analyses

The preceding material detailed the prevalence of categories of service coverage, service delegation, and intake criteria within seven public child welfare program areas. Data reported on each program area were analyzed in isolation of other program data. The following findings examine the overall frequency of various indicators for these three study variables across all 40 services of the seven program areas studied—Child Protective Programs, Out-of-Home Care Programs, Adoption Programs, Court-Related Program Services Treatment Programs, Juvenile and Single-Parent Programs, and Interstate Services[2].

## A. Service Coverage

### 1. Statewide Availability

- Of the 40 services identified, only three—Child Protective Services (CPS) - Intra-Familial/Quasi-Familial Situations, Foster Family Care Services, and Adoption Services - Special Needs Children—are provided universally on a statewide basis by public child welfare agencies.
- Two services—Child Protective Services - Licensed Child Care Facilities and Prospective Adoptive Family Recruitment Services for Special Needs Children—are available statewide in all but one state. In both cases, Alaska provides these services in some localities rather than on a statewide basis.
- The four services that have the lowest rate of statewide availability are Intensive Home-Based Services (17 states or 33.3%), Post-Legal Adoption Services - Domestic/Intercountry Non-Special Needs Children (17 states or 33.3%), Respite Services (14 states or 27.4%), and Independent Living Services - Youth Aged 12 to 15 (eight states or 15.2%).
- The statewide availability of all 40 services are ranked, in decreasing order of frequency, on the following page.

### 2. Some Localities

- In more than half the states in the nation, two of 40 services—Intensive Home-Based Services and Respite Services—are available only in selected local public child welfare agencies. Thirty-four states (66.7%) provide intensive home-based services in some localities; 26 (51.0%) provide respite services in some localities.
- An additional six services are available only in selected local public child welfare agencies in 20 to 25 states. These services include: Services to Adolescent Parents and Their Children (23 states), Foster Family Care Services: Therapeutic/Specialized (22 states); Alcohol Abuse by Children (21 states); Group Home Care Services (20 states); Drug Abuse by Children (20 states); and Child Sexual Abuse (20 states). These services may or may not be provided statewide by state entities other than the child welfare agency.

### 3. Not Available

- Six services are not offered by 10 or more states in any local public child welfare agency within the state/jurisdiction. This represents more than 20 percent of the 51 respondents. These six services include: Independent Living Services - Youth Aged 12 to 15 (31 states or 60.8%); Interstate Compact on Adoption and Medical Assistance (29 states or 56.9); Post-Legal Adoption Services - Domestic and Intercountry Non-Special Needs Children (16 states or 31.4%); Adoption Services - Intercountry Adoption Services (14 states or 27.4%); Prospective Adoptive Family Recruitment Services - Non-Special Needs Children (11 states or 21.6%); and Court Studies - Divorce: Visitation/Custody (11 states or 21.6%).
- Respite services are not available in any local public child welfare agency in nine states (17.6%). In addition, Court Studies pertaining to independent adoption are not available in eight states (15.7%); Post-Legal Adoption Services for Special Needs Children are unavailable in seven states (13.7%).

[2] Data reported by respondents on interstate compacts are selectively analyzed here; these compacts serve to support rather than provide direct child welfare services to children and families.

TABLE A8
SUMMARY OF SERVICES AND THEIR STATEWIDE AVAILABILITY[3]

| | |
|---|---|
| 51 States | Adoption Services - Special Needs Children (51)<br>Child Protective Services: Intra-Familial/Quasi-Familial Situations (51)<br>Foster Family Care Services (51)<br>Interstate Compact on Juveniles (51) |
| 50 States | Child Protective Services: Licensed Child Care Facilities (50)<br>Interstate Compact on the Placement of Children (50)<br>Prospective Adoptive Family Recruitment Services - Special Needs Children (50) |
| 45 States to 49 States | Court-Related Program Services: Studies on Dependency, Abuse, or Neglect (49)<br>Adoption Services: Domestic, Non-Special Needs Children (47)<br>Foster Family Recruitment Services (47)<br>Counseling (45)<br>Interstate Compact on Mental Health (45) |
| 40 States to 44 States | Child Protective Services: Third-Party Situations (44)<br>Mental Health (44)<br>Day Care Services (43)<br>Emergency Shelter Services (43)<br>Physical Health (42) |
| 35 States to 39 States | Status Offender Services (38)<br>Independent Living Services - Youth Aged 16 or Older (35) |
| 30 States to 34 States | Prospective Adoptive Family Recruitment Services: Non-Special Needs Children (34)<br>Court-Related Program Services: Studies on Independent Adoption (33)<br>Court-Related Program Services: Studies on Divorce, Visitation, or Custody (32)<br>Residential Treatment Services (32)<br>Services to Pregnant Adolescents (32)<br>Child Sexual Abuse (30) |
| 25 States to 29 States | Foster Family Care Services: Therapeutic/Specialized (29)<br>Group Home Care Services (29)<br>Post-Legal Adoption Services: Special Needs Children (28)<br>Homemaker Services (27)<br>Alcohol Abuse by Children (25)<br>Alcohol Abuse by Parents (25)<br>Drug Abuse by Parents (25)<br>Services to Adolescent Parents and Their Children (25) |
| 20 States to 24 States | Intercountry Adoption Services (24)<br>Drug Abuse by Children (23)<br>Interstate Compact on Adoption and Medical Assistance (22) |
| 15 States to 19 States | Intensive Home-Based Services (17)<br>Post-Legal Adoption Services: Domestic/Intercountry Non-Special Needs (17) |
| One State to 14 States | Respite Services (14)<br>Independent Living Services: Youth Aged 12 to 15 (8) |

[3]**Other Services** provided by states are not included in this summary.

## B. Service Delegation

### 1. Public Child Welfare Agency

- In at least 41 states, public child welfare agencies provide Foster Family Recruitment Services (43 states or 84.3%); Intra-Familial/Quasi-Familial Child Protective Services (42 states or 82.4%); Foster Family Care Services (41 states or 80.4%); Prospective Adoptive Family Recruitment Services for Special Needs Children (41 states or 80.4%); and Court Studies pertaining to dependency, abuse, and neglect (41 states or 80.4%).
- Public child welfare agencies deliver the following services in 70 to 80 percent of the states: Adoption Services for Special Needs Children (40 states or 78.4%); Child Protective Services - Licensed Child Care Facilities (39 states or 76.5%); Child Protective Services - Third Party Situations (37 states or 72.5%); Adoption Services for Domestic Non-Special Needs Children (37 states or 72.5%); Counseling (37 states or 72.5%); and Therapeutic/Specialized Foster Family Care Services (36 states or 70.6%).
- With the exception of Counseling, and to a lesser extent Child Sexual Abuse Services, public child welfare agencies play a limited role in the delivery of Treatment Services. Physical Health and Mental Health Services are provided by public child welfare agencies in 23.5 percent and 25.5 percent of states, respectively. Services related to parental drug abuse, drug abuse by children, parental alcohol abuse, and alcohol abuse by children are delivered by public child welfare agencies in 3.9 percent to 13.7 percent of the states.
- Juvenile and Single-Parent Program Services are provided by public child welfare agencies in less than half but more than one-third of the nation's states.
- In the following table, service delivery by public child welfare agencies is ranked, in decreasing order of frequency, for all services with the exception of Interstate Compacts.

### 2. Divisions Within Public Human Services Departments

- Of the seven program areas, Treatment Program Services and Juvenile and Single-Parent Program Services rely most heavily on service provision by divisions within public human service departments. With the exception of Child Sexual Abuse Services, divisions within public human service departments provide treatment services (i.e., Child Alcohol Abuse; Parental Alcohol Abuse; Counseling; Child Drug Abuse; Parental Drug Abuse; Physical Health; and Mental Health) in 15 states (29.4%) to 25 states (49.0%). The delivery of Juvenile and Single-Parent Program Services by divisions within public human services departments ranges from 14 states (27.4%) to 24 states (47.1%).
- Services most commonly delivered by other public human services divisions include Mental Health services (25 states or 49.0%); Services to Pregnant Adolescents (24 states or 47.1%); Physical Health services (21 states or 41.2%); and Services to Adolescent Parents and Their Children (20 states or 39.2%).
- Other divisions within public human service departments are also relied upon to a considerable degree to provide Child Protective Services - Licensed Child Care Facilities (18 states or 35.3%) and Adoption Services for Special Needs Children (14 states or 27.4%).

### 3. Contract Providers

- Across all 40 services, contract providers are most often used to deliver Group Home Care Services (44 states or 86.3%); Residential Treatment Services (43 states or 84.3%); and Independent Living Services (43 states or 84.3%).
- Contract providers are also prevalent, although to a lesser degree, in the delivery of Intensive Home-Based Services (38 states or 74.5%); Therapeutic/Specialized Foster Family Care Services (38 states or 74.5%); Child Sexual Abuse Treatment Services (38 states or 74.5%); and Day Care Services (35 states or 68.6%).

### 4. "Other" Service Providers

- Of the seven program areas, Treatment Programs most commonly use other service providers to deliver all services other than counseling. Private providers and state Departments of Health and Mental Health are

TABLE A9
SUMMARY OF SERVICES AND THEIR DELIVERY BY PUBLIC CHILD WELFARE AGENCIES

| | |
|---|---|
| 40 States<br>to<br>44 States | Foster Family Recruitment Services (43)<br>Child Protective Services: Intra-Familial/Quasi-Familial Situations (42)<br>Foster Family Care Services (41)<br>Prospective Adoptive Family Recruitment Services - Special Needs Children (41)<br>Court-Related Program Services: Studies on Dependency, Abuse, or Neglect (41)<br>Adoption Services - Special Needs Children (40) |
| 35 States<br>to<br>39 States | Child Protective Services: Licensed Child Care Facilities (39)<br>Child Protective Services: Third-Pary Situations (37)<br>Counseling (37)<br>Adoption Services: Domestic, Non-Special Needs Children (37)<br>Foster Family Care Services: Therapeutic/Specialized (36) |
| 30 States<br>to<br>34 States | Emergency Shelter Services (33)<br>Independent Living Services: Youth Aged 16 or Older (33)<br>Court-Related Program Services: Studies on Independent Adoption (32)<br>Court-Related Program Services: Studies on Divorce, Visitation or Custody (31)<br>Post-Legal Adoption Services: Special Needs Children (31) |
| 25 States<br>to<br>29 States | Intensive Home-Based Services (29)<br>Child Sexual Abuse Services (28)<br>Prospective Adoptive Family Recruitment Services: Non-Special Needs Children (27) |
| 20 States<br>to<br>24 States | Homemaker Services (23)<br>Post-Legal Adoption Services: Domestic/Intercountry Non-Special Needs (23)<br>Services to Pregnant Adolescents (22)<br>Services to Adolescent Parents and Their Children (22)<br>Group Home Care Services (21) |
| 15 States<br>to<br>19 States | Day Care Services (19)<br>Status Offender Services (18)<br>Respite Services (17)<br>Residential Treatment Services (17) |
| 10 States<br>to<br>14 States | Mental Health Services (13)<br>Physical Health Services (12)<br>Intercountry Adoption Services (12)<br>Independent Living Services: Youth Aged 12 to 15 (11) |
| One State<br>to<br>9 States | Alcohol Abuse by Children (7)<br>Alcohol Abuse by Parents (5)<br>Drug Abuse by Children (5)<br>Drug Abuse by Parents (2) |

three primary "other" providers of treatment program services.

- Twenty-three states (45.1%) use other service providers to deliver Third-Party Child Protective Services. Sixteen of these states (70.0%) identified law enforcement agencies as the other providers of these services.
- Private child placement agencies are the predominant "other" providers of Foster Family Care Services (seven of eight other providers or 87.5%); Foster Family Recruitment Services (five of six or 83.3%); Domestic Non-Special Needs Adoption Services (13 of 17 or 76.5%); Intercountry Adoption Services (22 of 22 or 100.0%); Prospective Adoptive Family Recruitment Services for Non-Special Needs Children (13 of 13 or 100.0%); and Post-Legal Adoption Services (13 of 13 or 100.0%).
- Private providers/private agencies are the most frequent "other" providers of residential treatment services (three of seven other providers or 42.9%); Court Studies pertaining to independent adoption (10 of 16 or 62.5%); and Court Studies pertaining to visitation and/or custody in cases of divorce.
- Status Offender Services are delivered by other service providers in 21 states (41.2%); in 14 of these states (66.7%), juvenile courts provide these services.

## C. Intake Criteria

Access to each of the 40 public child welfare services in this study is obtained via one or more intake criteria. The lists that follow identify and rank the 10 most frequent services[4] in decreasing order of frequency, for which individual intake criteria are used. Seven intake criteria are examined: Allegation of Abuse/Neglect, Agency Custody/Wardship, Agency Custody/Involuntary Services, Court Ordered, Voluntary Request, Income-Tested, and Other Criteria.

That an agency uses specific intake criteria to determine client eligibility does not necessarily mean that services are actually delivered whenever those criteria are met. Clients who meet intake criteria do not always gain access to services. The capacity to deliver services is not without limits and service populations cannot expand indefinitely. Given that, a number of complex factors come into play when more individuals qualify for services than can be served. The lists below therefore offer only an indication of the predominant services for which specific intake criteria regulate client access—they do not reflect the actual delivery of services given the existence of those criteria.

### 1. Allegation of Abuse/Neglect

- *Allegation of Child Abuse/Neglect* is defined as the agency's accepting a report alleging abuse/neglect and instituting an investigation. Of the 10 services with which this intake criterion is most frequently used, seven are components of Child Protective Programs, two are elements of Treatment Programs, and one is a Court-Related Program Service.

  Child Protective Services: Intra-Familial/Quasi-Familial Situations (51 states or 100.0%)

  Child Protective Services - Licensed Child Care Facilities (50 states or 98.0%)

  Child Protective Services - Third-Party Situations (41 states or 80.4%)

  Intensive Home-Based Services (41 states or 80.4%)

  Child Sexual Abuse (41 states or 80.4%)

  Homemaker Services (40 states or 78.4%)

  Emergency Shelter Services (39 states or 76.5%)

  Court-Related Program Services: Studies on Dependency, Abuse, or Neglect (35 states or 68.6%)

  Counseling (33 states or 64.7%)

  Day Care Services (32 states or 62.7%)

### 2. Agency Custody/Wardship

*Agency Custody/Wardship* refers to instances where the public child welfare agency has legal and physical custody of the child in care. This intake criterion is most commonly used for the

[4]Support services (i.e., Foster Family Recruitment Services, Prospective Adoptive Family Recruitment Services - Special Needs Children, and Prospective Adoptive Family Recruitment Services - Non-Special Needs Children) are not included in this listing.

services listed below. Five of these services are components of Out-of-Home Care Programs, two are elements of Adoption Programs, and two are part of Treatment Programs. One service is an element of Child Protective Programs, and one is an Interstate Service.

Adoption Services - Special Needs Children (46 states or 90.2%)

Group Home Care Services (45 states or 88.2%)

Residential Treatment Services (42 states or 82.4%)

Independent Living Services - Youth Aged 16 or Older (42 states or 82.4%)

Foster Family Care Services (41 states or 80.4%)

Foster Family Care Services: Therapeutic/Specialized (40 states or 78.4%)

Emergency Shelter Services (37 states or 72.5%)

Counseling (36 states or 70.6%)

Adoption Services - Domestic Non-Special Needs Adoption (35 states or 68.6%)

Mental Health Services (33 states or 64.7%)

Interstate Compact on the Placement of Children (33 states or 64.7%)

### 3. Agency Custody/Involuntary Services

*Agency Custody/Involuntary Services* refers to situations in which the child is in the legal, but not the physical, custody of the agency and the child and/or his family has been ordered to accept services. This intake criterion is used most frequently with the following 10 services, the relationship of which to particular program areas is as follows: Out-of-Home Care Programs (five services); Treatment Programs (three services); Child Protective Programs (one service); and Interstate Services (one service).

Interstate Compact on the Placement of Children (27 states or 52.9%)

Mental Health Services (26 states or 51.0%)

Counseling (25 states or 49.0%)

Foster Family Care Services (25 states or 49.0%)

Emergency Shelter Services (24 states or 47.1%)

Child Sexual Abuse (23 states or 45.1%)

Foster Family Care Services: Therapeutic/Specialized (22 states or 43.1%)

Group Home Care Services (22 states or 43.1%)

Residential Treatment Services (22 states or 43.1%)

Independent Living Services: Youth Aged 16 or Older (22 states or 43.1%)

### 4. Court-Ordered

*Court-Ordered Services* are those in which the court, through a legal proceeding, has exercised its authority and directed the public child welfare agency to provide services to the child and/or his family. This intake criterion is most prevalent among the 10 services identified below. Four of these services are components of Out-of-Home Care Programs; two are elements of both Treatment Programs and Court-Related Program Services, respectively; one is part of Child Protective Programs, and one is an Interstate Service.

Foster Family Care Services (36 states or 70.6%)

Court-Related Program Services: Studies on Divorce, Visitation, or Custody (35 states or 68.6%)

Emergency Shelter Services (34 states or 66.7%)

Group Home Care Services (33 states or 64.7%)

Mental Health (33 states or 64.7%)

Foster Family Care Services: Therapeutic/Specialized (31 states or 60.8%)

Residential Treatment Services (31 states or 60.8%)

Court-Related Program Services: Studies on Independent Adoption (31 states or 60.8%)

Counseling (31 states or 60.8%)

Interstate Compact on the Placement of Children (31 states or 60.8%)

### 5. Voluntary Request

*Voluntarily Requested Services* are those in which a parent or other person initiates a request on behalf of a child for a service provided by the public child welfare agency. This intake criterion is most frequently used for the 10 services identified below, the relationship of which to particular program areas is as follows: Treatment Programs (four services); Adoption Programs (two services); Juvenile and Single-Parent Programs (two services); Out-of-Home Care Programs (one service); and Child Protective Programs (one service).

Foster Family Care Services (37 states or 72.5%)

Services to Pregnant Adolescents (34 states or 66.7%)

Mental Health Services (34 states or 66.7%)

Services to Adolescent Parents and Their Children (33 states or 64.7%)

Emergency Shelter Services (32 states or 62.7%)

Adoption Services - Special Needs Children (32 states or 62.7%)

Adoption Services - Domestic Non-Special Needs Children (32 states or 62.7%)

Alcohol Abuse by Children (32 states or 62.7%)

Alcohol Abuse by Parents (31 states or 60.8%)

Counseling (31 states or 60.8%)

### 6. Income-Tested

*Income-Tested Services* are those in which eligibility for the public child welfare agency service is determined by a state or federal income test. Of the 11 services that most frequently use this intake criterion, five are components of Treatment Programs and two each are elements of Out-of-Home Care Programs, Child Protective Programs, and Juvenile and Single-Parent Programs.

Day Care Services (23 states or 45.1%)

Mental Health (12 states or 23.5%)

Physical Health (12 states or 23.5%)

Drug Abuse by Parents (10 states or 19.6%)

Services to Pregnant Adolescents (nine states or 17.6%)

Drug Abuse by Children (eight states or 15.7%)

Homemaker Services (eight states or 15.7%)

Group Home Care Services (six states or 11.8%)

Residential Treatment Services (six states or 11.8%)

Alcohol Abuse by Parents (six states or 11.8%)

Services to Adolescent Parents and Their Children (six states or 11.8%)

### 7. Other Criteria

*Other* intake criteria are most frequently used for the 10 services listed below. Four of these services are interstate program services and two are elements of each of the following areas—Treatment Programs, Child Protective Programs, and Juvenile and Single-Parent Programs.

Interstate Compact on the Placement of Children (12 states or 23.5%)

Interstate Compact on Juveniles (11 states or 21.6%)

Day Care Services (10 states or 19.6%)

Interstate Compact on Adoption and Medical Assistance (nine states or 17.6%)

Counseling (eight states or 15.7%)

Services to Adolescent Parents and Their Children (eight states or 15.7%)

Intensive Home-Based Services (seven states or 13.7%)

Drug Abuse by Children (seven states or 13.7%)

Status Offender Services (seven states or 13.7%)

Interstate Compact on Mental Health (seven states or 13.7%)

## IX. Discussion

There has been increasing discussion, both in the literature and by anecdote, of the narrow scope of today's public child welfare service delivery system. Although data substantiating the trend toward targeted services have heretofore been selective and incomplete, the national data collected in this study clearly indicate the extent of this problem.

Only three services—of the more than 40 inventoried in this study—are universally provided on a statewide basis by public child welfare agencies. This fact alone demonstrates the limited scope of public child welfare service delivery today. Including two other services that are available statewide in all but one state, the principal focus of public child welfare nationally is essentially confined to Intra-Familial/Quasi-Familial Child Protective Services; Foster Family Care Services; Adoption Services for Special Needs Children; Child Protective Services - Licensed Child Care Facilities; and Prospective Adoptive Family Recruitment Services for Special Needs Children.

A look at these five services prompts several significant observations. First, study data validate the generally accepted notion, most recently discussed by Sheila Kamerman and Alfred Kahn,[5] that child protective services is the dominant child welfare service provided by state public agencies. Indeed, it may be that foster care and adoption services are sustained only as a result of child protective services, since the temporary or permanent removal of a child from his or her home, in response to an allegation of child abuse or neglect, necessitates the provision of foster care or adoption services.

Second, the public child welfare agency is the predominant provider of these five services, delivering them in over 75 percent of the states. This further exemplifies the concentrated nature of public child welfare services.

Third, these universal services can generally be accessed only through allegations of abuse/neglect and agency custody/wardship. In other words, services are only available in the event of a crisis and/or a legal mandate. (The identification of mandatory services was not specifically solicited from state respondents.) In either case, dire necessity is, in essence, the key criterion for service provision.

Fourth, in an era of increasing interest in family supports and holistic and preventive services, it is noteworthy that intensive home-based services and respite services are among the least available of the 40 services that were examined. Services that address anything beyond the most basic human needs are sadly underrepresented in the standard service offerings of public child welfare agencies.

In light of these considerations, the provision of a complete child welfare service continuum by public child welfare agencies remains an illusive attainment. Although not examined here, the factors constricting the service delivery system have been enumerated and described by the National Commission on Child Welfare and Family Preservation in its Interim Report. These impediments include inadequate financial and personnel resources, increased numbers of children requiring attention, and complex new social problems, such as the drug epidemic, teenage pregnancy, and AIDS. Regardless of the impact of these factors, these national survey data demonstrate without qualification that the delivery of services by public child welfare agencies does not, in its current form, serve the welfare of our nation's children.

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[5]Sheila B. Kamerman and Alfred J. Kahn, *Social Services for Children, Youth, and Families in the United States.* Greenwich, Connecticut: Annie B. Casey Foundation, 1989.

# Part B

# Staff

This section of the *Factbook*—**Part B: Staff**—presents survey results collected on five areas: Personnel Policies and Administration, Position Descriptions and Worker Qualifications, Training, Staffing, and Retention. Each section begins with an enumeration of the topics addressed in the corresponding section of the survey instrument. This listing is followed by a descriptive summary of the survey highlights. Finally, response rates to the actual questionnaire items are depicted in an annotated survey instrument. As in the first section of this document, percentages are based on a response rate of 51; however, because multiple responses were provided by some states, the total number of responses across response categories sometimes exceeds 51. Where the total across categories is less than 51, responses were not provided by all 51 respondents (See Appendix I: Methods and Procedures). Part B of the *Factbook* concludes with a discussion of the significance of salient findings in the context of the larger child welfare arena.

## I. Personnel Policies and Administration

Personnel Policies and Administration, for the purposes of this survey, include the following six topic areas:

- Determination of Worker Eligibility for Child Welfare Employment
- Staff Recruitment
- Satisfaction with Administrative Structure
- Union Representation
- Malpractice Liability
- Levels of Government Responsible for Personnel Administration Functions

### Highlights of Personnel Policy and Administratiton

**Topic A: Determination of Worker Eligibility for Child Welfare Employment**

- Approximately two-thirds of the states reported using written tests to determine the applicants' eligibility.
- States use multiple-choice tests most frequently—30 of the 33 that reported using tests used multiple-choice; adjuncts to written tests include oral examinations and evaluations of applicants' training and experience.
- Tests are most frequently administered for the positions of direct service worker and supervisor. The testing of direct service workers is almost universal among states that use tests. Prospective supervisors are tested in slightly more than half of these states. Written tests are most frequently developed and administered by state departments/divisions of personnel.
- Interviews and reference checks are used by over 90 percent of the states in hiring child welfare staff. Approximately two-thirds of the states review academic credentials. Forty percent request writing samples from applicants. Slightly less than half conduct background checks, which are primarily confined to determining whether applicants have criminal records.

**Topic B: Staff Recruitment**

- Almost 90 percent of the states report difficulty in recruiting staff for child welfare positions. Staff shortages are most acute among direct service workers who provide child protective services.
- The primary incentives instituted by state agencies attempting to recruit child welfare staff are increased salaries and upgraded job classifications. Other noteworthy incentives include: educational assistance/graduate school stipends; intensive recruitment efforts through schools of social work, private agencies, or national advertisements; flex-time/four-day work weeks; lowered minimum requirements; and the elimination of examinations from the application process to streamline the process of obtaining an interview.

**Topic C: Satisfaction with Administrative Structure**

- Twenty-four states (47.1%) report being satisfied with their administrative structure for screening and hiring child welfare staff; 27 states (52.9%) indicated dissatisfaction with their structure.

- The most frequently reported weaknesses of the screening and hiring methods include:

  - An inadequate/inefficient personnel system: lengthy, cumbersome application processes result in delays and discourage prospective employees.

  - Minimal/no recruitment efforts: overly centralized recruitment; no recruitment at universities; recruitment efforts do not attract most qualified candidates.

  - Lack of objective measures on which to make hiring decisions: no uniform requirements, criteria, or competency-based testing.

  - Minimal/ineffective screening: cursory reference and background checks; an inability to evaluate candidates' psychological and emotional state of mind, attitudes, and personality.

- The most frequently reported strengths of the screening and hiring methods include:

  - Thorough screening; tests that successfully identify top candidates; use of panels for screening.

  - References/credentials/background accurately checked; documentation of all criteria used.

  - A systematic and objective evaluation process, in which tests are developed from content validation studies by incumbents and experts; and education, experience, and training are all taken into consideration.

**Topic D: Union Representation**

- The child welfare staff of 30 states (58.8%) are represented by unions. Direct service workers are unionized in all but one of these states; supervisors are represented by unions in approximately half of them.

**Topic E: Malpractice Liability**

- Malpractice liability coverage is provided for public child welfare workers in 22 states (43.1%). This coverage is provided on a statewide basis in 16 of these 22 states (72.7%).

- The most common methods by which malpractice liability coverage is provided are (1) the agency provides self- insurance; (2) insurance is purchased by the agency from a carrier; (3) workers purchase insurance but are not reimbursed; and (4) states are responsible for claims through the State Board of Claims, State Legal Expense Fund, Tort Claims, Tort Claims Institute, or Revolving Fund.

**Topic F: Levels of Government Responsible for Personnel Administration Functions** (see Chart B in annotated survey)

- The state child welfare agency is the predominant entity responsible for executing all functions of personnel administration with the exception of establishing salary ranges (i.e., recruitment, screening of applicants, hiring, and establishing number of authorized positions).

- The external personnel agency was most frequently identified as the entity responsible for establishing salary ranges.

- States generally reported more than one level of government responsible for each of the five functions of personnel administration.

## Personnel Policies and Administration—Annotated Survey[6]

**1. Use of written tests to determine eligibility of job applicants for employment as public child welfare staff** (OR = not reported)

| | |
|---|---|
| 33 or 64.7% | Yes |
| 17 or 33.3% | No |

If no, go to Question 3.

If yes, indicate the types of positions for which a written test is required to determine employment eligibility and the agency or entity responsible for developing and administering the written test(s).

*Type of Position* (N = 33)

| | |
|---|---|
| 31 or 93.9% | Direct Service Workers |
| 18 or 54.5% | Supervisors |
| 9 or 27.3% | Managers |
| 10 or 30.3% | All Child Welfare Positions |
| 4 or 12.1% | Other |

*Agency/Entity* (N = 21)

| | |
|---|---|
| 12 or 57.1% | Dept./Div. of Personnel |
| 2 or 9.5% | Human Resource Management |
| 2 or 9.5% | Civil Service |
| 2 or 9.5% | Dept./Div. of Administrative Services |
| 1 or 4.8% | Child Welfare Licensing Resources |
| 1 or 4.8% | Interagency Merit System |
| 1 or 4.8% | County Department |

**2. Kinds of Tests Used** (N = 33; nine states reported >1 response)

| | |
|---|---|
| 30 or 90.9% | Multiple-Choice |
| 1 or 3.0% | Short Answer |
| 2 or 6.1% | Essay |
| 10 or 30.3% | Other: Evaluation of training and experience (six states); oral examination (four states); licensing exam (one state); self-report questionnaire (one state); exam methods based on analysis of position (one state) |

**3. Types of screening methods, other than written tests, used in hiring child welfare staff.**

| | |
|---|---|
| 48 or 94.1% | Interviews |
| 20 or 39.2% | Writing Samples |
| 46 or 90.2% | Reference Checks |
| 35 or 68.6% | Check on Academic Credentials |
| 24 or 47.1% | Other Background Checks: Criminal Records (19 states); Child Abuse Registry (four states); Motor Vehicle Records (two states); Former Employers (two states); Illegal Sexual Contact with Patients (one state) |
| 13 or 25.5% | Other: Licensure/ certification (four states); Evaluation/review of training, experience, and qualifications (four states); Former employers (three states); Criminal record (one state); Immigration (one state); Oral examination (one state) |

[6] Survey questions are indicated, in the form of a statement, in boldface type. The response rate precedes or follows the response category to which it applies. Both the total number of states that reported the particular response (i.e., the first number) and the corresponding percentage (i.e., the second number) of the total number of item respondents (N) are shown. States are identified, where warranted, by the appropriate two-letter abbreviation.

**4. Difficulty in recruiting staff for child welfare positions in the last three years.**

45 or 88.2% Yes

7 or 13.7% No

If no, go to Question 5.

(Ohio reported both Yes and No indicating that local agencies have recruiting difficulty due to low pay.)

If yes, indicate types of positions and program areas for which staff shortages have developed (N = 45)

*Type of Positions*

| | |
|---|---|
| 39 or 86.7% | Direct Service Workers |
| 7 or 15.6% | Supervisors |
| 4 or 8.9% | Managers |
| 7 or 15.6% | Other: Clerical (five states) |

*Program Areas*

| | |
|---|---|
| 28 or 62.2% | Child Protective Services |
| 9 or 20.0% | Family Support Services |
| 11 or 24.4% | Foster Care |
| 5 or 11.1% | Adoption |
| 3 or 6.7% | Other |

**5. Special incentives instituted by agency to recruit child welfare staff.** (N = 34)

- Higher salary levels/salary increases (14 or 41.2%).
- Upgraded and increased number of classifications (nine or 26.5%).
- Active, intensive recruitment efforts (with schools of social work, private agencies and/or national advertisements) (five or 14.7%). Educational assistance/graduate school stipends (three or 8.8%).
- Flex-time, four-day work week (one or 2.9%).
- Eliminate examination from application to speed candidate to interview (one or 2.9%).
- Lower minimum requirements (one or 2.9%).

**6. Satisfaction with current administrative structure for screening and hiring child welfare staff.**

24 or 47.1% Yes

27 or 52.9% No

If no, describe the weaknesses of the screening and hiring methods. (N = 27; multiple responses provided)

- Restrictions/limitations of personnel system: application process lengthy and cumbersome; discourages applicants; delays additions to registry of qualified candidates (11 states or 40.7%).
- Minimal or no recruitment efforts: recruitment too centralized; no recruitment at universities; recruitment efforts do not attract most qualified candidates (nine states or 33.3%).
- Lack of objective measures on which hiring decisions are made: no uniform requirements, criteria, competency-based testing (six states or 22.2%).
- Minimal/ineffective screening: reference, background checks not thorough; no capability to evaluate psychological, emotional attitudes and personality (six states or 22.2%).
- Personnel system insensitive to needs of child welfare service delivery (two states or 7.4%).
- Salary too low; not competitive (two states or 7.4%).
- Hiring supervisors have no opportunity to screen applicants (one state or 3.7%).
- Hiring supervisors need to be trained in interviewing (one state or 3.7%).
- Lack of prospective employees from all ethnic groups (one state or 3.7%).
- Screening and verifications must be done by child welfare staff due to inadequacies of Personnel Department (one state or 3.7%).

If yes, describe the strengths of the screening and hiring methods (N = 24; multiple responses provided)

- Thorough screening; testing accurately identified top candidates; use of panels for screening (12 states or 50.0%).
- References/credentials/background accurately checked; documentation of all criteria used (six states or 25.0%).
- Evaluation process systematic and objective; tests developed from content validation studies by incumbents and experts; education, experience, and training all taken into consideration (five states or 20.8%).
- Interviewing/hiring done by immediate supervisor/ locality; hiring supervisors must complete written report on each interview to justify hiring decision, personnel department monitors that decision (four states or 16.7%).
- Continuous/broad recruitment: national advertising; career/job fairs; visits to colleges and universities (three states or 12.5%).
- Application process always open (two states or 8.3%).
- Staff involved in recruitment/selection are provided with training in these areas (two states or 8.3%).
- Application file kept up-to-date (one state or 4.2%).
- Orientation program for potential applicants provides information about agency and job before candidates complete application (one state or 4.2%).
- Child welfare positions filled by promotion or competitive appointment from merit system registers (one state or 4.2%).
- Hiring structure successful in filling most positions (one state or 4.2%).

**7. Union representation of child welfare staff.**

| | |
|---|---|
| 30 or 58.8% | Yes |
| 21 or 41.2% | No |

If no, go to Question 8.

If yes, provide the types of positions (i.e., direct service workers, supervisors, managers, others) represented by union(s).

*Types of Positions Represented* (N = 30)

| | |
|---|---|
| 29 or 96.7% | Direct Service Workers |
| 14 or 46.7% | Supervisors |
| 10 or 33.3% | Managers |
| 10 or 33.3% | Others (Seven of 10 states reported clerical/support staff) |

**8. Malpractice liability coverage provided for public child welfare workers.** (N = 48)

| | |
|---|---|
| 22 or 43.1% | Yes |
| 26 or 51.0% | No |

If no, go to Question 9.

*Coverage provided on a statewide or locality basis* (N = 22)

| | |
|---|---|
| 16 or 72.7% | Statewide Basis |
| 6 or 27.3% | Locality Basis |

*Manner in which malpractice liability coverage is provided* (N = 22)

| | |
|---|---|
| 4 or 18.2% | Insurance purchased by agency from carrier. |
| 5 or 22.7% | Agency provides self-insurance. |
| 0 | Workers purchase insurance and are reimbursed by agency. |
| 4 or 18.2% | Workers purchase insurance but are not reimbursed. |
| 1 or 4.5% | Provision of insurance varies by locality. |
| 14 or 63.6% | Other: State responsible for claims—through State Board of Claims, State Legal Expense Fund, Tort Claims, Revolving Fund, |

Tort Claims Institute (five states or 22.7%); State will provide legal counsel for defense of suit brought against employee for acts occurring through proper performance/within scope of duties (three states or 13.6%); State is self-insured (two states or 9.1%); State Board/Division of Insurance Management (two states or 9.1%); State errors and omissions policy (one state or 4.5%); Workers have option to purchase additional private coverage (one state or 4.5%); County Social Service Boards Insurance Reserve Funds (one state or 4.5%); Varies from county to county (one state or 4.5%)

**9. Indicate on Chart B the levels of government which are responsible for recruitment, screening, hiring, establishment of salary ranges, and establishment of the number of authorized positions for child welfare staff.** (Chart B follows.)

CHART B
LEVELS OF GOVERNMENT RESPONSIBLE FOR PERSONNEL ADMINISTRATION FUNCTIONS

| FUNCTION | PERSONNEL AGENCY | | CHILD WELFARE AGENCY | | | OTHER[3] |
|---|---|---|---|---|---|---|
| | EXTERNAL AGENCY[1] | INTERNAL AGENCY[2] | STATE LEVEL | COUNTY LEVEL | MUNICIPALITY LEVEL | |
| RECRUITMENT* | 26 or 51.0% | 33 or 64.7% | 43 or 84.3% | 21 or 41.2% | 1 or 2.0% | 7 or 13.7% |
| SCREENING OF APPLICANTS** | 24 or 47.1% | 33 or 64.7% | 36 or 70.6% | 22 or 43.1% | 2 or 3.9% | 7 or 13.7% |
| HIRING*** | 2 or 3.9% | 28 or 54.9% | 38 or 74.5% | 26 or 51.0% | 2 or 3.9% | 3 or 5.9% |
| ESTABLISHMENT OF SALARY RANGE**** | 39 or 76.5% | 12 or 23.5% | 25 or 49.0% | 7 or 13.7% | 1 or 2.0% | 9 or 17.6% |
| ESTABLISHMENT OF NUMBER OF AUTHORIZED POSITIONS***** | 20 or 39.2% | 14 or 27.4% | 30 or 58.8% | 7 or 13.7% | 1 or 2.0% | 23 or 45.1% |

[1]This category refers to personnel agencies which are external to, and separate from, the umbrella agency which includes the child welfare agency.
[2]This category refers to the personnel division within the umbrella agency which includes the child welfare agency or to the personnel division of the separate cabinet-level child welfare department.
[3]Please specify the name of the appropriate entity or agency.

**Footnotes to Chart B**

* Fifteen states reported internal and external personnel agencies; seven states reported neither internal nor external personnel agencies. Eighteen states reported both state and county levels within the child welfare agency. Five states (9.8%) did not report any level of government within the child welfare agency. Seven Other (multiple responses provided) = three Department/ Division of Administration/ Management; two Human/Social Services; two State Personnel/ Human Resource Management; one Merit System; and one Local Department of Social Services.

** Fourteen states reported both internal and external personnel agencies; eight states reported neither internal nor external personnel agencies. Fifteen states reported both state and county levels within the child welfare agency. Eight states (15.7%) did not report any level of government within the child welfare agency. Seven Other (multiple responses provided) = two State Personnel/Human Resources Management; two Human/Social Services; two Local/Regional Agencies; two Department of Administration; and one Merit System.

*** The two states that indicated external personnel agencies (California and Oklahoma) also reported internal personnel agencies. Twenty-three states reported neither internal nor external personnel agencies. Sixteen states reported both state and county levels within the child welfare agency. Three states (5.9%) did not report any level of government within the child welfare agency. Three Other = one Regional Agency and one local Department of Social Services.

**** Seven states reported both internal and external personnel agencies. Seven states reported neither internal nor external personnel agencies. Twenty-two states (43.1%) did not report any level of government within the child welfare agency. Three states reported both state and county levels within the child welfare agency. Nine Other (multiple responses provided) = three State Legislature; three Department/ Division of Administration/ Finance; one Legislative Council; one Merit System; one Local Social Services Agencies; one Office of Employee Relations; one Personnel Division; and one State Social Service Agency.

***** Twenty-one states reported neither internal nor external personnel agencies. Four states reported both internal and external personnel agencies. Seventeen states (33.3%) did not report any level of government within the child welfare agency. Four states reported both state and county levels within the child welfare agency. Twenty-three Other (multiple responses provided) = 15 State Legislature; four Department/Division of Administration/Finance; three governor; three Local/regional social services agencies; three Department of Treasury/Office of Management and Budget/Office of Policy and Management; and two Legislative Council.

## II. Position Descriptions and Worker Qualifications

Position Descriptions and Worker Qualifications contain information on five areas for each of three position levels— Direct Service Workers, Supervisors, and Managers. These areas include:

- Job Classification
- Education Requirement
- Experience Requirement
- Program Area(s)
- Salary Range

State specific data on job qualifications for Direct Service Workers, Supervisors, and Managers are presented in Appendix III.

## Highlights of Position Descriptions and Worker Qualifications

**Topic A: Direct Service Workers**

- Forty-three states reported the salary range for *entry-level direct service workers*. The overall average salary range for this position is $17,344–$24,882, the midpoint of which is $21,113.
- Forty states reported the salary range for *top-level direct service workers*. The overall average salary range across these 40 states is $22,761–$31,690, the midpoint of which is $27,225.
- Of the 43 states that reported educational requirements for direct service workers, 25.6 percent or 11 states (i.e., Arizona, the District of Columbia, Georgia, Hawaii, Louisiana, Maine, Nebraska, New York, Oklahoma, Pennsylvania, and Rhode Island) indicated one or more positions that require *less than a college degree* (i.e., no educational requirement, high school degree or some college education) to satisfy the educational requisite. Examples of such positions include Human Services Worker I and II (AZ), Caseworker (GA), Protective Services Worker I (NE), and Family and Child Service Specialist I and II (NY).

**Topic B: Supervisors**

- The average national salary range for supervisors across the 43 states that reported these data is $24,269–$36,943, the midpoint of which is $30,606. The bottom of this salary range was derived by averaging the sum of the lowest figures reported by each state. The top was calculated by averaging the sum of the highest figures reported by each of the states. In other words, only the two extreme values across all supervisory positions in each state were used to compute these figures.
- Of the 43 states that reported educational requirements, only 9.3 percent or four states (i.e., District of Columbia, Maryland, Massachusetts, and Montana) require master's degrees across all supervisory positions.

**Topic C: Managers**

- Thirty-five states reported an overall average salary range for managers of $28,319–$48,430. The midpoint of this range is $38,374.50. This salary range was computed in the same manner as was that of supervisors.
- Of the 34 states that reported educational requirements for managerial positions, only 14.7 percent or five states (i.e., the District of Columbia, Maryland, Massachusetts, Mississippi, and Rhode Island) require master's degrees (primarily Master's in Social Work) for all managerial positions.

State-specific information on worker qualifications is detailed in Charts C1-C3 (Appendix III). The discussion section compares this data on education requirements, experience requirements and salary ranges of direct service workers with similar information collected in 1987 by the National Child Welfare Resource Center for Management and Administration. This comparison is depicted in Chart C4 in Appendix III.

# III. Training

For the purposes of this study, six topic areas constitute this section on Training.

- Pre-Service Training
- In-Service Training
- Innovative Training Curricula and Methods
- Coordination with Schools of Social Work
- Sources of Pre-Service/In-Service Training for Direct Service Workers, Supervisors, and Managers
- Training on Coordination with Other Agencies

## Highlights of Training

**Topic A: Pre-Service Training**

- Twenty-four states (47.1%) provide pre-service training to child welfare staff. All these states provide *mandatory* pre- service training to *direct service workers.* The number of pre-service training hours required ranges from 15 hours (California) to 480 hours (Illinois). Across the 24 states, the average number of hours of pre-service training required for direct service workers is 105. (Note: With the elimination of two extreme values, this average decreases to 89.)
- Fifteen of the 24 states (62.5%) provide pre-service training for *supervisors.* This training is mandatory in 14 of the 15 states; it is voluntary in the other. The number of pre- service training hours required of supervisors ranges from 14 hours (New Mexico) to 84 hours (Oklahoma). Across the 15 states, the average number of required hours of pre-service training for supervisors is 48.4.
- Pre-service training is provided to managers and "other" child welfare staff to a lesser extent than to either direct service workers or supervisors. Five states provide pre- service training to managers (three mandatory; two voluntary). Six states provide pre-service training to "other" child welfare staff (five mandatory; one voluntary).
- Two-thirds of the states that provide pre-service training to child welfare staff assess the competency of trainees at the completion of training.

**Topic B: In-Service Training**

- All 50 states that reported information on in-service training provide this training to direct service workers. In 35 of these states (70%), in-service training is mandatory for direct service workers. Requirements range from 20 hours (Illinois, Missouri, and South Carolina) to 140 hours (Arizona), with an overall average of 55.8 hours. Half the respondents reported between 20 and 40 hours of mandatory in-service training. Forty states reported providing voluntary in-service training for direct service workers; the overall average number of voluntary hours is 53.8 annually. A number of states provide direct service workers with both mandatory and voluntary in-service training.
- As with pre-service training, supervisors rank second in the provision of in-service training. Supervisors are provided with in-service training in 47 states (94%). In 27 of these 47 states (57.4%), supervisors' in-service training is mandatory. Annual requirements range from one hour (Arizona) to 116 hours (South Dakota), with an overall average number of 43.6 hours. Seventy percent of the respondents reported between one and 40 hours of mandatory in-service training. Thirty-eight states reported providing voluntary in-service training for supervisors; across these 38 states, the average number of voluntary hours is 51.8 hours annually. Many states provide both mandatory and voluntary in-service training to supervisors.
- In-service training is provided less frequently to managers and "other" child welfare staff than to either direct service workers or supervisors.
- Approximately 40 percent of the states assess the competency of staff following

in-service training. Competency is typically established through the use of pre- and post-tests, post-tests, performance appraisals, and post-course self- evaluations.

**Topic C: Innovative Training Curricula and Methods**

- Respondents most frequently identified innovative curricula in the following areas: basic child protective services/core training, foster parent training, on-the-job training or the combination of classroom instruction and supervised field experience, pre-service training, supervisory/ management training, family based/ focused/preservation, the legal process, and the Massachusetts Approach to Positive Parenting (MAPP).
- Innovative training techniques include videotape, experiential or interactive learning, self-instruction, and computer-assisted instruction.
- A multitude of diverse training curricula and approaches were reported by states (see annotated survey).

**Topic D: Coordination with Schools of Social Work**

- Of the 49 states that responded to the question of agency coordination with schools of social work, 44 (89.8%) indicated that such coordination exists in providing training.
- For the five states that reported no coordination with schools of social work, geographical and monetary constraints as well as the lack of a viable M.S.W. program were the principal reasons for this absence.

**Topic E: Source of Pre-Service/In-Service Training for Direct Service Workers, Supervisors, and Managers** (see Chart D in annotated survey)

- The *Child Welfare Agency Training Unit* is the primary source of *pre-service training* for *all positions*. Consultants are the secondary source of pre-service training for direct service workers and supervisors. In the case of managerial pre-service training, the umbrella agency training unit ranks second.
- *Consultants* are the primary source of *in-service training* for *all positions*. The Child Welfare Agency Training Unit is the second most frequent source of in-service training for direct service workers and supervisors. University-related training is the secondary source of managerial in-service training.

**Topic F: Training on Coordination with Other Agencies**

- Almost 75 percent of the respondents report providing training on inter-agency coordination.
- This training was most commonly described in one of the following ways:

  - Special training on teambuilding, coordination, collaboration, and/or networking with other agencies, providers, or community resources.

  - Training included in existing curricula, such as pre- service, core, or in-service training.

  - Special training focused on working with one particular agency or discipline.

  - Inter-agency/interdisciplinary training with diverse representation designed to facilitate coordination of services.

## Training—Annotated Survey[7]

**1. Agency provision of *pre-service* training to child welfare staff** (N = 50). (OR = not reported; NY and WI indicated both responses with explanation.)

| | |
|---|---|
| 24 or 48.0% | Yes |
| 28 or 56.0% | No |

If no, go to Question 3.

If yes, indicate the types of staff to whom pre-service training is provided (N = 24).

| | |
|---|---|
| 24 or 100.0% | Direct Service Workers |
| 15 or 62.5% | Supervisors |
| 5 or 20.8% | Managers |
| 6 or 25.0% | Other: Clerical/Support (three states); Investigators (two states); Family Resources (one state); Foster Parent Trainers (one state); & Program Technicians (one state). |

Indicate whether pre-service training is mandatory or voluntary; provide number of hours required for mandatory training (N = 24).

| Staff | Voluntary | Mandatory | # of Hours Required |
|---|---|---|---|
| Direct Service Workers | 2 or 8.3% | 24 or 100.0% | Range: 15-480 hrs. Average = 105 hrs. Excluding two outliers, average = 89 |
| Supervisors | 2 or 8.3% | 14 or 58.3% | Range: 14-84 hrs. Average = 48.4 hrs. |
| Managers | 2 or 8.3% | 3 or 12.5% | Average = 26 hrs. |
| Other | 1 or 4.2% | 5 or 20.8% | Range = 12-105 hrs. Average = 42 hrs. Excluding two outliers, average = 33.5 hrs. |

**2. Assessment of trainees' competency at the end of pre-service training** (N = 24).

| | |
|---|---|
| 16 or 66.7% | Yes |
| 8 or 33.3% | No |

**3. Agency provision of *in-service* training to child welfare staff** (N = 50) (OR = not reported).

| | |
|---|---|
| 50 or 100.0% | Yes |
| 0 | No |

If no, go to Question 5.

a. If yes, indicate the types of staff to whom in-service training is provided (N = 50) (OR = not reported).

| | |
|---|---|
| 50 or 100.0% | Direct Service Workers |
| 47 or 94.0% | Supervisors |
| 32 or 64.0% | Managers |
| 14 or 28.0% | Other: Clerical/Support (seven states); Case Aides (one state); Consultants (one state); County Directors of Social Service (one state); Foster Parent Trainers (one state); Homemakers (one state); Trainers (one state) |

[7] Survey questions are indicated, in the form of a statement, in boldface type. The response rate precedes or follows the response category to which it applies. Both the total number of states that reported the particular response (i.e., the first number) and the corresponding percentage (i.e., the second number) of the total number of item respondents (N) are shown. States are identified, where warranted, by the appropriate two- letter abbreviation.

b. Indicate whether in-service training is mandatory, voluntary, or both; provide number of training hours required annually (N = 50).

| Staff | Voluntary | Mandatory |
|---|---|---|
| Direct Service Workers | 40 or 80.0% | 35 or 70.0% |
| Supervisors | 38 or 76.0% | 27 or 54.0% |
| Managers | 27 or 54.0% | 15 or 30.0% |
| Others | 8 or 16.0% | 9 or 18.0% |

Number of Hours

| Staff | Voluntary | Mandatory |
|---|---|---|
| Direct Service Workers | Range = 12-132 hrs. Average = 53.8 hrs. | Range = 20-140 hrs. Average = 55.8 hrs. |
| Supervisors | Range = 6-132 hrs. Average = 51.8 hrs. | Range = 1-116 hrs. Average = 43.6 hrs. |
| Managers | Range = 10-40 hrs. Average = 27.3 hrs. | Range = 21-76 hrs. Average = 39.5 hrs. |
| Other | 32 hrs. | Range = 6-48 hrs. Average = 23.2 hrs. |

**4. Assessment of staff competency following in-service training** (N = 49) (OR and NE = not reported).

20 or 40.8% Yes

29 or 59.2% No

If no, go to Question 5.

If yes, methods used to establish competency ratings (N = 20).

- Pre- and post-tests (nine states or 45.0%).
- Post-test only: written, multiple-choice, audio/visual (nine states or 45.0%).
- Performance appraisal/evaluation; 90-day follow-up questionnaire (six states or 30.0%).
- Post-course self evaluation/assessment (four states or 20.0%).
- Mutual assessment between trainers and participants (one state or 5.0%).
- Willingness and ability survey (one state or 5.0%).
- Class and homework assignments (one state or 5.0%).
- American Humane Society Certification test (one state or 5.0%).
- Ohio Child Welfare Training Program Model (one state or 5.0%).

**5. Innovative Training Curricula and Methods**

SUBJECT MATTER: core/basic CPS training (10 states); Foster Parent Training (eight states)—(1) trained by teams (2) self-instructional videotape (3) interactive satellite training; on-the-job training or combination of classroom and field experience involving supervision (eight states); pre-service training (seven states); supervisory/management training (seven states)—(1) in- basket exercise to teach delegation skills and time management (2) "toolbox" package for use in specific areas (3) guide to assist supervisors in reinforcing training and assessing competence; family based/focused/ preservation (six states); legal process (five states); interviewing/assessment (four states); Massachusetts Approach to Positive Parenting (MAPP) (four states); multi-discipline/team building (three states); sexual abuse (three states); juvenile corrections/youth services - detention (two states); multi-agency (two states); AIDS (one state); advanced training to supplement core training (one state); controlling clients' verbal/physical aggression (one state); foundation-funded training academy for both public and private child welfare workers (one state);

group skills (one state); involvement of adult protective workers (one state); rural community needs (one state); "innovative training" to assist staff in developing innovative approaches/projects in their work setting (one state); indicators of abuse in residential care (one state).

APPROACHES/TRAINING METHODS: video (five states)—(1) indicators of child abuse and neglect (2) simulated interview experience (3) foster parent training; experiential/interactive (four states)—(1) courtroom experience (2) interviewing (3) assessment (4) county board meeting; self-instruction (four states); computer assisted instruction (two states); teleconferencing (two states).

OUTCOMES: competency base/focus (five states); certification program for child welfare workers (three states)

**6. Agency coordination with schools of social work in providing training** (N = 49) (OR & KS = not reported).

44 or 89.% Yes

5 or 10.2% No

**7. Indicate on Chart D the sources of training (e.g., agency training unit, consultants) and the staff to whom the training is provided** (Chart D follows).

**8. Agency provision of training on coordinating with other agencies** (N = 50) (OR = not reported).

38 or 76.0% Yes

12 or 24.0% No

If yes, describe the training provided. (N = 38)

- Special training session/course on team-building/coordination/collaboration/networking with other agencies, providers, community resources (15 states or 39.5%)
- Training included in curriculum (pre-service, core, in-service) (15 states or 39.5%).
- Special training focused on working with one specific agency/discipline (11 states or 28.9%)—law enforcement/department of human services; foster care review board; independent living skills; residential child care staff.
- Interagency/interdisciplinary training participation to facilitate coordination of services (seven states or 18.4%).
- How to use consultation/multidisciplinary assessment (three states or 7.9%).
- Information and referral process (three states or 7.9%).
- Relationships with other agency units/departments and/or county departments (three states or 7.9%).
- Utilization of professionals from other agencies, fields, and departments as trainers (two states or 5.3%).

CHART D

TRAINING PROVIDED BY PUBLIC CHILD WELFARE AGENCIES TO STAFF (N = 50; OR not reported)

| TRAINING PROVIDED BY: | TRAINING PROVIDED TO: | | | | | |
|---|---|---|---|---|---|---|
| | Pre-Service | | | In-Service | | |
| | Direct Services Workers | Supervisors | Managers | Direct Services Workers | Supervisors | Managers |
| Umbrella Agency Training Unit | 6 or 12.0% | 7 or 14.0% | 5 or 10.0% | 20 or 40.0% | 27 or 54.0% | 22 or 44.0% |
| Child Welfare Agency Training Unit | 16 or 32.0 % | 10 or 20.0% | 8 or 16.0% | 38 or 76.0% | 33 or 66.0% | 23 or 46.0% |
| Consultants | 10 or 20.0% | 8 or 16.0 % | 3 or 6.0% | 44 or 88.0 % | 41 or 82.0% | 30 or 60.0% |
| University-Related Training | 11 or 22.0% | 6 or 12.0% | 2 or 4.0% | 33 or 66.0% | 29 or 58.0% | 24 or 48.0% |
| Community College Training | 2 or 4.0% | 1 or 2.0% | 0 | 9 or 18.0% | 8 or 16.0% | 7 or 14.0% |
| National Training Centers | 1 or 2.0% | 2 or 4.0% | 3 or 6.0% | 13 or 26.0 % | 16 or 32.0% | 20 or 40.0% |
| Other Other Dept. Staff (9 States)<br>Law Enforcement (3 States)<br>Nat'l./Reg'l./Local Conferences (3 States)<br>Center for Human Services (1 State) | 8 or 16.0% | 5 or 10.0% | 3 or 6.0% | 12 or 24.0% | 11 or 22.0% | 11 or 22.0% |
| Other Governor's Office (1 State)<br>Grants (1 State)<br>N'west Resources Ctr. for CYF (1 State)<br>Other Agencies in Umbrella Agency (1 State)<br>Statewide Training Program (1 State)<br>State University Task Order (1 State)<br>University Teleconference Service (1 State) | | | | 5 or 10.0% | 4 or 8.0% | 2 or 4.0% |

# IV. Staffing

This section addresses the seven topic areas indicated below.

- Definition of a Case
- Caseload and Workload Standards for Direct Service Workers
- Full-Time Equivalent Child Welfare Staff by Position
- Number of Active Cases
- Number of Positions Authorized
- Average Number of Direct Service Workers per Supervisor
- Workloads/Caseloads in Collective Bargaining Agreements

## Highlights of Staffing

**Topic A: Definition of a Case**

- The responses of the 46 states that reported their agency's definition of a child welfare case are summarized below:

  - The definition of a case varies by program area or situation (26 states or 56.5 percent).

  - A case is defined as the family (16 states or 34.8 percent).

  - A case is defined as the child, although the "family" definition is also used (one state or 2.2 percent).

  - A case is defined as a CPS report (one state or 2.2 percent).

  - A case is defined as information about one or more persons maintained by the department (one state or 2.2 percent).

  - No definition of a case has been established (one state or 2.2 percent).

**Topic B: Caseload and Workload Standards for Direct Service Workers** (See Appendix IV for state-specific data on caseload/workload standards)

- States that have standards for direct service workers use the *caseload* as the predominant method of determining standards across all program areas.

- A number of states in each program area have ***no standard***: Child Protective Services - 13 states or 25.5 percent; Family Support Services - 14 states or 27.4 percent; Foster Care - 18 states or 35.3 percent; and Adoption - 20 states or 39.2 percent.

- In analyzing the limited number of cases in which states have an established standard ***and*** reported sufficient information to compare the average workload per worker to the state standard, the following relationships can be observed:

  - Child Protective Services - There is a 14-to-11 ratio between the number of states in which the average workload per worker exceeds the standard and the number of states in which the average workload per worker is equal to, within, or less than the standard.

  - Family Support Services - There is a two-to-one ratio between the number of states that exceed the standard and those that do not.

  - Foster Care - There is a six-to-five ratio between the number of states that exceed the standard and those that do not.

  - Adoption - There is a three-to-one ratio between the number of states that exceed the standard and those that do not.

- Across all four program areas, the average workload per worker exceeds the state standard more often than it is equal to, within, or less than the standard.

TABLE E4
METHODS USED TO DETERMINE STANDARDS FOR DIRECT SERVICE WORKERS

| TYPE OF METHOD USED TO DETERMINE STANDARD | PERCENTAGE/NUMBER OF STATES BY PROGRAM AREA | | | |
|---|---|---|---|---|
| | Child Protective Services | Family Support Services | Foster Care | Adoption |
| Caseload | 37.3% (19) | 35.3% (18) | 29.4% (15) | 25.5% (13) |
| Workload | 23.5% (12) | 15.7% (8) | 25.5% (13) | 21.6% (11) |
| Other | 9.8% (5) | 2.0% (1) | 5.9% (3) | 5.9% (3) |
| No Standard | 25.5% (13) | 27.4% (14) | 35.3% (18) | 41.2% (21) |
| Not Reported | 9.8% (5) | 25.5% (13) | 11.8% (6) | 11.8% (6) |
| Multiple Methods Reported | 5.9% (3) | 5.9% (3) | 7.8% (4) | 7.8% (4) |

TABLE E5
RELATIONSHIP OF AVERAGE WORKLOAD PER WORKER TO STATE STANDARD

| COMPARISON OF WORKLOAD TO STANDARD | PERCENTAGE/NUMBER OF STATES BY PROGRAM AREA | | | | |
|---|---|---|---|---|---|
| | Child Protective Services | Family Support Services | Foster Care | Adoption | Other |
| Average workload per worker **exceeds** the standard | 23.5%<br>(12) | 17.6%<br>(9) | 21.6%<br>(11) | 21.6%<br>(11) | 5.9%<br>(3) |
| Average workload per worker **equal to/within** standard | 13.7%<br>(7) | 5.9%<br>(3) | 5.9%<br>(3) | 2.0%<br>(1) | 2.0%<br>(1) |
| Average workload per worker **less than** standard | 7.8%<br>(4) | 3.9%<br>(2) | 13.7%<br>(7) | 5.9%<br>(3) | 2.0%<br>(1) |
| Range provided for average workload which is both **within and greater than** standard | 3.9%<br>(2) | 2.0%<br>(1) | 2.0%<br>(1) | 2.0%<br>(1) | 0<br>0 |
| Insufficient information provided for comparison to be made **OR** state has no standard | 51.0%<br>(26*) | 70.6%<br>(36) | 56.9%<br>(29**) | 68.6%<br>(35***) | 13.7%<br>(7) |

*12 of 26 or 23.5% have no standard.
**17 of 29 or 33.3% have no standard.
***20 of 35 or 39.2% have no standard.

**Topic C: Full-Time Equivalent Child welfare Staff by Position**

- Although the data reported by the states are incomplete, the reported overall number of full-time equivalent child welfare staff by position is as follows:

| | |
|---|---|
| Direct Service Workers | 32,725.45 |
| Supervisors | 4,509.80 |
| Managers | 1,452.30 |
| Administrators | 1,785.00 |
| Clerical Workers/Secretaries | 8,071.70 |
| Paraprofessionals | 3,798.50 |
| TOTAL | 60,135.25 |

(See Chart F in Appendix V for state-specific information; the footnotes provide explanations as to the number of additional staff included in the overall total of 60,135.25. This overall total represents data reported by 45 states; Minnesota, North Carolina, North Dakota, Ohio, Oregon, and West Virginia did not provide statewide numbers of full-time equivalent child welfare staff.)

**Topic D: Number of Active Cases**

- Forty-five states reported the number of active cases (children) as of June 30, 1988. The overall total is 1,530,535 children. Maine, North Dakota, Oregon, Tennessee, West Virginia, and Wisconsin did not provide these data. Twenty-nine states reported the number of active cases (families) as of June 30, 1988. The overall total is 408,720. (See Figure G in Appendix VI for state-specific data.)

**Topic E: Number of Positions Authorized**

- Forty-three states (84.3%) reported the number of direct service positions authorized. Across these states, the number of *authorized direct service workers* ranges from 17 (North Carolina) to 4,750 (California) The overall average of authorized positions is 799.8 direct service workers per state.
- Forty states (78.4%) reported the number of *authorized supervisors*, with responses ranging from two (North Carolina) to 800 (California). The overall average of authorized supervisory positions is 124.3 supervisors per state.
- Thirty-six states (70.6%) reported the number of managerial positions authorized. Across these states, the number of *authorized managers* ranges from three (Maryland) to 325 (Illinois). The overall average of authorized managerial positions is 31.9 managers.
- In reporting the number of authorized positions, some states may have provided numbers that only reflect the number of positions on the state or county level rather than statewide totals. This may explain the surprisingly low figures reported by several states.
- Of the 40 states that reported changes in authorized but unfilled positions since June 30, 1988, 14 (35%) indicated that more authorized positions are filled. Twelve states (30%) indicated that the number of positions authorized but not filled remains the same. Eight states (20%) reported that more authorized positions are unfilled. The remaining six states identified various other changes.
- Forty-one states identified factors accounting for authorized but unfilled positions. They are listed below in decreasing order of frequency: lack of qualified candidates (18 states or 43.9%); hiring freeze (11 states or 26.8%); other budgetary constraints (11 states or 26.8%); staff turnover (10 states or 24.4%); unappropriated funds (seven states or 17.1%); and recruitment/retention difficulties because of low salaries and high caseloads (six states or 14.6%).

**Topic F: Average Number of Direct Service Workers per Supervisor**

- As of June 30, 1988, there was an average of 6.5 direct service workers per supervisor in public child welfare programs. Between

28 and 39 states responded to this question, depending on the program area. The variation among programs is negligible, and therefore is not reported.

**Topic G: Workloads/Caseloads in Collective Bargaining Agreements**

- Only seven states (13.7%) indicated that workloads or caseloads are covered in collective bargaining agreements.
- Twenty states (39.2%) reported that collective bargaining agreements did *not* cover workloads or caseloads. Nineteen states (37.3%) indicated that there was no union. Finally, six states (11.8%) provided no response and one state (2.0%) reported two responses.

## Staffing—Annotated Survey[8]

**1. Agency's definition of a "case" in child welfare** (N = 46).

- The definition of a case varies by program area or situation (26 states or 56.5 percent).
- A case is defined as the family (16 states or 34.8 percent).
- A case is defined as the child, although the "family" definition is also used (one state—New Jersey—or 2.2 percent).
- A case is defined as a CPS report (one state— Arizona—or 2.2 percent).
- A case is information about one or more persons maintained by the department (one state—Montana—or 2.2 percent).
- No definition of a case has been established (one state—Ohio—or 2.2 percent).

**2. Agency's numerical definitions of the caseload and workload standards for direct service workers** (See Charts E1, E2, E3 in Appendix IV).

**3. Statewide numbers of full-time equivalent child welfare staff as of June 30, 1988, by position** (See Chart F in Appendix V).

**4. Statewide numbers of child welfare clients—number of children and number of families—for June 30, 1988** (See Figure G in Appendix VI).

**5. Number of authorized positions for agency's child welfare programs as of June 30, 1988.**

| | Direct Service Workers | Supervisors | Managers |
|---|---|---|---|
| | (N = 43) | (N = 40) | (N = 36) |
| Range: | 17 (NC) - 4,750 (CA) | 2 (NC) - 800 (CA) | 3 (MD) - 325 (IL) |
| Average: | 799.8 | 124.3 | 31.9 |

a. Given authorized positions that were not filled as of June 30, 1988, describe the change in this situation, if any, during the past year (N = 40; Colorado and North Dakota provided two responses).

| | |
|---|---|
| 12 or 30% | The number of positions authorized but not filled remains the same. |
| 14 or 35% | More authorized positions are filled. |
| 8 or 20% | More authorized positions are unfilled. |
| 8 or 20% | Other: Vacancies due to staff turnover (three states); Additional positions authorized, but not filled (two states); More positions authorized and more positions filled (one state); Recruitment problems (one state); Yearly allocation lags behind caseload growth (one state). |

[8] Survey questions are indicated, in the form of a statement, in boldface type. The response rate precedes or follows the response category to which it applies. Both the total number of states that reported the particular response (i.e., the first number) and the corresponding percentage (i.e., the second number) of the total number of item respondents (N) are shown. States are identified, where warranted, by the appropriate two--letter abbreviation.

b. Factors that account for authorized positions that are not filled (N = 41).

| | |
|---|---|
| 11 or 26.8% | Hiring Freeze. |
| 18 or 43.9% | Lack of Qualified Candidates. |
| 7 or 17.1% | Funds not Appropriated. |
| 11 or 26.8% | Other budgetary constraints |
| 19 or 46.3% | Other: staff turnover (10 states); Retention/recruitment difficulties due to low salaries and high caseloads (six states); Lag time between vacancy occurring and position being filled (three states); Delays in civil service process (one state); Budget manipulations (one state); Job descriptions being rewritten, updated, and classified (one state) |

**6. Indicate average number of direct service workers supervised by each supervisor for each child welfare program area as of June 30, 1988.**

- As of June 30, 1988, an average of *6.5 direct services workers were supervised by each supervisor* in public child welfare programs (Variation among programs was negligible).

**7. Union coverage of direct service workers' workloads or caseloads in collective bargaining agreements** (N = 45; Oklahoma provided two responses).

| | |
|---|---|
| 7 or 15.5% | Yes |
| 20 or 44.4% | No |
| 19 or 42.2% | No Union |

# V. Retention

This section examines two topic areas:

- **Ways in Which Average Length of Service Varies: Direct Service Workers vs. Supervisors**
- **Factors Contributing to Variation in Average Length of Service: Direct Service Workers vs. Supervisors**

## Highlights of Retention

**Topic A: Ways in Which Average Length of Service Varies: Direct Service Workers vs. Supervisors**

- Of the 29 states that responded, 26 (89.7%) reported a difference in the average length of service of direct service workers versus supervisors.
- This variation was most commonly described as follows:

  - Supervisors have longer tenure/less turnover than direct service workers.

  - Supervisors, for the most part, have been promoted from direct service worker positions.

  - Direct service workers hold entry-level positions.

**Topic B: Factors Contributing to the Variation in Average Length of Service: Direct Service Workers vs. Supervisors**

- The predominant factors contributing to retention variation between direct service workers and supervisors are:

  - Differentials in salary, workload, job duties (i.e., direct service with clients versus supervision), stress or burnout, and/or amount of experience.

  - Supervisors are promoted from within agency; therefore, they have greater lengths of service and increased career commitment.

  - Locality differentials (e.g., direct service in inner cities/remote rural areas).

## Retention—Annotated Survey[9]

**1. Difference in average length of service between direct services workers and supervisors** (N = 29)

| | |
|---|---|
| 26 or 89.7% | Yes |
| 3 or 10.3% | No |

**2. Ways in which average length of service varies between direct service workers and supervisors.** (N = 26)

- Supervisors have longer tenure/less turnover than direct service workers; the average length of service of supervisors is greater than that of direct service workers (17 states).
- Supervisors, for the most part, have been promoted from direct service worker positions (three states).
- Direct service workers hold entry level positions (two states).
- Employees who have been promoted to supervisory level are less interested in leaving (one state).
- Supervisors have higher grade level compared to direct service workers (one state).
- Average supervisor has twice as much state service as the average direct service worker (one state)

  Rural turnover rate is less than urban turnover rate for both direct service and supervisory staff (one state).

[9] Survey questions are indicated, in the form of a statement, in boldface type. The response rate precedes or follows the response category to which it applies. Both the total number of states that reported the particular response (i.e., the first number) and the corresponding percentage (i.e., the second number) of the total number of item respondents (N) are shown. States are identified, where warranted, by the appropriate two-letter abbreviation.

**3. Factors contributing to the variation in average length of service between direct service workers and supervisors** (N = 22).

- Differentials in salary, workload, job duties (i.e., direct service with clients vs. supervision), stress/burnout, and/or prior experience (nine states).
- Supervisors promoted from within agency; therefore, they have longer lengths of service and increased career commitment (six states).
- Locality differentials (e.g., direct service in inner cities/remote rural areas) (two states).
- Direct service workers are not prepared for certain situations and/or issues presented by clients (one state).
- Direct service vacancies have encumbering effect on current direct service workers who must assume additional assignments (one state).
- Rural staff have stronger ties to the child welfare communities in which they work (one state).
- Direct service workers have many employment options with similar salaries and less job stress; supervisors have fewer options (one state).
- No study has been conducted to determine factors (one state).

## VI. Discussion

Over the past decade, practitioners and experts have voiced increasing concern over the personnel and program difficulties that plague the child welfare system. In response to this concern, a number of researchers have undertaken projects to examine the situation, validate this "expert testimony," and develop recommendations to restore one of the nation's most important social supports for children and families—child welfare services.

In spite of these efforts, it has been more than 10 years since the most recent comprehensive national study on the child welfare system was conducted by Ann Shyne and Anita Schroeder.[10] Other relevant research has either been limited in geographical scope or targeted toward particular issues such as in-service training[11] or salary levels.[12] Thus, as is the case with the findings on public child welfare services, this study allows us to examine anecdotal evidence, common perceptions, and previous study results against hard data and determine whether the perceived personnel and program crisis is an actual national phenomenon. To that end, the key findings of **Part B: Public Child Welfare Staff** are presented below:

- Almost 90 percent of the states report difficulty in recruiting child welfare staff. Staff shortages are most acute for direct service workers in child protective services.
- More than half of the states are dissatisfied with the administrative structure for screening and hiring child welfare staff. The most common weaknesses of this structure include: inadequate or inefficient personnel systems, minimal or no recruitment efforts, lack of objective measures on which to make hiring decisions, and minimal or ineffective screening methods.
- Eleven of the 43 states (25.6%) that reported educational requirements for direct service workers indicated that one or more positions require less than a college degree (i.e., no educational requirement, high school degree, or some college education).
- Only 9.3 percent of the 43 states that reported educational requirements for supervisors require master's degrees for all state supervisory positions; only 14.7 percent of the 34 states that reported educational requirements for managers require master's degrees for all levels within the managerial classification.
- A comparison of the state minimum and maximum salaries of direct service workers with data collected in the 1987 National Study of Public Child Welfare Salaries indicates that the salary levels in only 17 of 44 states (38.6%) have kept pace with inflation. In the remaining 27 states, minimum and maximum salary levels have either stayed the same as the actual 1987 levels, decreased from the actual 1987 levels, or increased less than the rate of inflation.
- Less than half of the states provide pre-service training to child welfare staff. Although mandatory pre-service training is provided to direct service workers in all of these 24 states, the competency of trainees is assessed in only 16 of the 24 states.
- There is universal availability of in-service training for direct service workers. Mandatory in-service training is limited, however, to 70 percent of the states and the assessment of trainees' competency occurs in 40 percent of the states.
- In each of the four program areas studied, a number of states have *no caseload standards* for direct service workers: Child Protective Services - 13 states or 25.5 percent; Family Support Services - 14 states or 27.4 percent; Foster Care - 18 states or 35.3 percent; and Adoption - 20 states or 39.2 percent.

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[10] Shyne, A., and Schroeder, A. (1978) *National Study of Social Services to Children and Their Families.* DHEW Publication No. (OHDS) 78-30150.

[11] Vinokur, D.K. (1981). *The View from the Agency: Supervisors and Workers Look at In-Service Training for Child Welfare—Profile Four.* Ann Arbor, Mich.: University of Michigan School of Social Work.

[12] Lindsay, P. (1988). *National Study of Public Child Welfare Salaries.* Portland, Me.: University of Southern Maine, National Child Welfare Resource Center for Management and Administration.

- For each of the above program areas, the number of states in which the average caseload per worker exceeds the state standard is greater than the number of states in which the average caseload per worker is equal to, within, or less than the state standard.
- Factors that account for states' authorized but unfilled child welfare positions include the lack of qualified candidates, hiring freezes, other budgetary constraints, staff turnover, unappropriated funds, and recruitment and retention difficulties due to low salaries and high caseloads.
- Nationwide, the average length of service of supervisors is greater than that of direct service workers. The predominant factors contributing to this retention variation between direct service workers and supervisors are differentials in salary, workload, job duties (i.e., direct service with clients versus supervision), stress/burnout, and/or prior experience.

In order to recruit and retain appropriate and effective personnel, salary levels and educational and experience requirements must be commensurate with the job duties and responsibilities of corresponding positions. In the event that required education or experience is deficient and/or necessary job skills are lacking, training must be provided to teach the necessary skills and trainees' competency must be assessed, without exception, in order to insure those skills are actually acquired. In other words, all states must insure that minimum competencies for child welfare workers are defined and minimum standards of competence are enforced. On each of these fronts— educational requirements, experience requirements, salary levels and training—a national gap exists between current practice and the demands of working in child welfare.

Although data on educational requirements in this study are by no means heartening, they do compare favorably with the 1987 National Study of Public Child Welfare Job Requirements.[13] This 1987 national survey of 26 states and one major city revealed that educational requirements for child welfare positions had been dramatically reduced since 1975. Twelve of the 27 respondents (44.4%) did not require their entry-level direct service workers to have any degree to perform casework functions. As reported previously, the APWA survey indicates that 11 of 43 states (25.6%) require less than a college degree to satisfy the educational requisite for entry-level direct service workers. Moreover, a direct comparison between the 1987 and 1989 educational requirements for direct service workers in each of the 26 states shows that educational requirements increased in seven of the 26 states (26.9%) for one or more classification level between 1987 and 1989 and no state's educational requirements decreased from 1987 to 1989.

An analysis of the 1987 and 1989 data sets on experience requirements of direct service workers is less conclusive. Experience requirements remained the same for 11 of the 27 respondents (40.7%). The requirements of an additional six states (22.2%) cannot be compared, as classification schemes have changed or data were not reported in the 1989 survey. Thus, educational requirements were modified in only 10 of 27 states from 1987 to 1989. In five states (18.5%), experience requirements decreased for one or more classification level; there was no increase in the experience requirements of the remaining classification levels of these five states. In three states (11.1%), the experience required for direct service workers increased for some positions and simultaneously decreased for others. In only two states (7.4%) did the experience requirements consistently increase for one or more of the state's classification levels. Clearly progress made in this area has been negligible at best.

A comparison of states' minimum and maximum salaries for direct service workers with data from the 1987 *National Study of Public Child Welfare Salaries*, as noted earlier, indicates that the salary levels in 17 of 44 states (38.6%) have kept pace with inflation. Of the remaining 27 states, minimum salary levels for direct service workers stayed the same in six states (13.6%), decreased from the actual 1987 levels in seven (15.9%), and increased less than the rate of inflation in 14 states (31.8%). This comparison demonstrates

[13] Russell, M. (1988). *1987 Study of Public Child Welfare Job Requirements*. Portland, Me.: University of Southern Maine, National Child Welfare Resource Center for Management and Administration

a step backward in enhancing the remuneration of child welfare staff. Since salary ranges are typically outside the control of child welfare agencies, this problem represents a significant additional obstacle to reform an already encumbered system. As noted previously, all other personnel administration functions (i.e., recruitment, screening of applicants, hiring, and the establishment of the number of authorized positions) are primarily executed by the state child welfare agency.

Finally, both pre-service and in-service training are clearly critical, particularly in insuring minimum job qualifications. In 1987, Marilyn Russell wrote that opportunities for upgrading worker education and skills needed to be increased. Nothing has been done since that time to diminish the significance of her recommendation. The duties of child welfare work—intake screening, investigation, case planning, crisis intervention, client advocacy, the provision of services, and case closure—require adequately prepared prospective workers. Resources must be leveraged to create and implement pre-service and in-service skill and knowledge development programs. As Russell noted, this is most critical in states where workers can provide social work services without a college degree.

Current research indicates that 16 of the 51 respondents (31.4%) provide mandatory, competency-based pre-service training to child welfare staff; 20 states (39.2%) provide competency-based in- service training. Diane Vinokur (1981) conducted a national study of in-service training among public child welfare staff and found that 16 percent of the caseworkers were employed in agencies with no training programs; 35 percent did not attend their agency's training program; and 46 percent of all workers did not participate in any in-service training during the year of the study. In light of Vinokur's findings, the current results, although insufficient, are encouraging. Caution must be exercised in comparing these data, however, as the units of analysis are different for the two studies.

The lack of appropriately compensated, adequately trained child welfare staff—whether by formal education, prior experience, and/or on-the-job training, has implications for service quality. A number of researchers have demonstrated a correlation between job-related knowledge and job performance. Current trends pose a grave threat to caseworkers, the public child welfare system, and most importantly, the children and families served by the system. The tasks to be accomplished and the critical decisions that must be made require nothing less than expertise in public child welfare administration and services. Decisions such as whether a child was abused or should be removed from his or her home can radically change a child's life and that of his or her family. Only individuals with the skill, knowledge, and values to make these decisions wisely should be afforded the opportunity to do so. These data on public child welfare staff serve to demonstrate the discrepancy between this ideal and current child welfare practices.

# Appendix I

# Methods and Procedures

## Methods and Procedures

The *Data Collection Instrument for Public Child Welfare Agencies* was developed to obtain greater understanding and knowledge of the various programs and services provided by state/local public child welfare agencies. To meet this goal, the researchers sought to broadly depict the array of services that potentially can be offered by agencies regardless of the various combinations of services that might be offered in any one locality.

Based on a review of the literature and of state reports of services, the survey researchers developed seven generally accepted public child welfare program areas. These program areas included services that were directly available to children and their families (e.g., adoption) and other programs designed to support the provision of services to children and families (e.g., interstate compacts). Within these areas, services were identified; these services, again, are those that are generally acknowledged as being most typically available in the states. Space was provided for survey respondents to indicate particular services that were not specified in the survey instrument. Lastly, definitions of services were developed; in some instances definitions that appeared in the glossary of the 1978 *National Study of Social Services to Children and Their Families*[14] were used; in other cases new definitions were developed by the researchers.

The researchers selected three variables about which to query the state respondents: service coverage, service delegation, and intake criteria for selecting the services. We specifically chose not to collect information on the number of clients served in this part of the survey. Since respondents are usually unable to provide unduplicated service counts or quantify the potential universe to be served, such numbers are often statistically unreliable.

### Service Coverage

Respondents were asked to indicate whether coverage was *statewide* (i.e., available in all localities served by the local/regional public child welfare agency); available in *some localities* (i.e., only in selected local child welfare agencies); or *not available* (i.e., no local public child welfare agency within the state/jurisdiction offered this service).

### Service Delegation

The researchers were also interested in learning the organizational entity within the state that delivered the specific service. Thus, four delivery entities were identified for the second variable of service delegation. States were invited to indicate as many delivery entities as were applicable. The first entity—*Public Child Welfare Agency*—was defined as the designated state or local public-level unit providing the services. *Division within the Public Human Services Agency* was defined as a public unit, separate from the department's child welfare division, or child welfare department, designated to provide the particular social service. The third entity— *Contract Provider*—was defined as the public or private body with which the public child welfare agency had a contractual arrangement for provision of services to its clients. Lastly, an *Other* category was established for state respondents to name service providers other than the three identified above.

### Intake Criteria

The last variable for which respondents were asked to provide information was the criteria used to determine how children and families gained access to the designated service. Six categories, in addition to *Other*, were singled out as Intake Criteria. As with the other variables, more than one criterion could be specified. *Allegation of Child Abuse/Neglect* was the first identified criterion and is defined as the agency's acceptance of a report alleging abuse/neglect and the institution of an investigation. Two intake criteria dealt with *Agency Custody*. The first—*Wardship*—refers to instances where the public child welfare agency has legal and physical custody of the child in care; the second—*Involuntary Service*—refers to

[14] Shyne, A. and Schroder, A. (1978). *National Study of Social Services to Children and Their Families*. Washington, D.C.: U.S. Department of Health, Education, and Welfare. Publication No. (OHDS) 78-30150.

situations in which the child is in the legal, but not the physical, custody of the agency and the child/family has been ordered to accept services. *Court-Ordered Services* are those where the court, through a legal proceeding, has ordered the public child welfare agency to provide services to the child/family. *Income-Tested Services* are those in which access to service is established by an income test—whether established by the state or federal government. The last intake criterion was *Voluntary Request*, defined as being initiated by a parent or other person for a service provided by the public child welfare agency.

As noted earlier, respondents were provided with sufficient opportunity to provide more information than that which was on the survey form; they could identify services other than those designated by the researchers, specifically name other types of service providers, and report on intake criteria other than those that were listed.

## Data Tabulation and Presentation

Data tabulation included the recording, on 40 individual service charts, of each state's response to the various service variable questions. Separate charts were prepared to tally "other" responses. These individual service charts appear in subsequent Appendices. Within the text, aggregate data are provided for each of the seven program areas—*Child Protective Programs, Out-of-Home Care Programs, Adoption Programs, Court-Related Program Services, Treatment Programs, Juvenile and Single Parent Programs,* and *Interstate Program Services.* Statistical results are presented in cross-tabulation form; that is, a list of services is shown along the left side of the table and the relevant categories for the three study variables—service coverage, service delegation, and intake criteria—are shown across the top. Percentages are based on a response rate of 51; however, because multiple responses were provided by some states, the total number of responses across service coverage categories, service delegation categories, and/or intake criteria sometimes exceeds 51[15].

Each program area is presented as a discrete unit of analysis. A major portion of the section on public child welfare services details comparisons between and among services within a given program with regard to each of the three study variables. Analyses across program areas and/or between services are provided in a subsequent section of this report. In the main, noteworthy characteristics of specific services are interpreted within the context of the "totality" of relevant program services. In particular, services are depicted in terms of the rate of statewide availability, the predominant service provider(s), and the most frequent intake criteria reported by state respondents. Only salient findings are addressed.

The survey results in Part B on *public child welfare staff*, unlike the data on *public child welfare services*, are restricted by several methodological limitations, the most pervasive of which involves missing data or nonresponse. Although all 51 respondents returned the survey instruments, some omitted specific data from the state questionnaire. As the response rates to particular questionnaire items indicate, state data are missing, in varying degrees, in each of the five sub-sections of this section—Personnel Policies and Administration, Position Descriptions and Worker Qualifications, Training, Staffing, and Retention. Missing data are most prevalent in the latter two areas.

One probable explanation for much of this nonresponse is the limited ability of states to obtain and report statistical data for jurisdictions in which they supervise but do not administer public child welfare services. In approximately 15 states, individual counties administer child welfare program services while the state provides overall supervision. In such cases, states would be required to collect information from all of the counties, aggregate the data, and report it in a timely

[15]Throughout Part A of the survey, state respondents were requested to check all applicable categories, and thus, multiple responses or categorical combinations were frequently provided by states in reporting service providers and intake criteria. Unexpectedly, this is sometimes also the case in the reporting of service coverage. That is to say, "statewide" and "some localities" were intended to be mutually exclusive categories of service coverage. However, some states indicated both responses. Therefore, unless explicitly stated otherwise, the response rates and percentages provided in this text represent the *total* number of states that reported a specific category--both exclusively and in combination with other response categories.

fashion—a formidable task given current conditions and constraints in this field.

A second explanation for the nonresponse is the lack of common terminology shared by all state public child welfare agencies. Thus, the language of every question did not have uniform meaning for all state respondents. Across the nation, different terms are used to describe similar or identical program services. Likewise, identical terms are sometimes used to depict dissimilar service components. As a result, various questions could not be answered by all states in the absence of a universal vocabulary.

Regardless of the specific explanation, the extent to which non-reporting states differ from reporting states could cause the findings of this study to be misconstrued. In the absence of data specifically collected on nonrespondents, however, it is difficult to characterize the direction and magnitude of these biases.

A second methodological limitation is the absence of pretesting. Due to time constraints of the project, the survey research instrument was implemented without prior testing of its feasibility and/or effectiveness in obtaining the desired information. Such pretesting would have proven useful in identifying specific flaws in the construction of several questions. This would have enabled the researchers to make the necessary corrections in order to retain and report collected data.

In addition to nonresponse and the absence of pretesting, lesser methodological deficiencies have also affected the reporting of survey results. Rather than report weak data and restrict their interpretation with a series of methodological caveats, the integrity of this report required the exclusion of such unreliable items. Thus, as a result of the above mentioned limitations, a number of survey questions have been eliminated from this report and the corresponding responses are not discussed in the text.

# Appendix II

# Services Provided By Public Child Welfare Agencies

CHART A1-1
CHILD PROTECTIVE PROGRAMS
**CHILD PROTECTIVE SERVICES: INTRA-FAMILIAL/QUASI-FAMILIAL SITUATIONS**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | X | X | X | X | | | |
| Alaska | | X | | X | | | | X | X | X | | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | X | | |
| Arkansas | | X | | X | | X | | X | X | X | | X | | |
| California | | X | | X | | | | X | X | X | X | X | | |
| Colorado | | X | | X | | | | X | X | X | X | X | | |
| Connecticut | | X | | X | | | | X | X | X | X | X | | |
| Delaware | | X | | X | | | | X | | | X | | | X |
| District of Columbia | | X | | | X | | X | X | X | X | X | X | X | |
| Florida | | X | | X | | | | X | | | | | | |
| Georgia | | X | | X | X | | | X | | | | | | |
| Hawaii | | X | | | X | | | X | | | | | | |
| Idaho | | X | | X | | | | X | | | | X | | |
| Illinois | | X | | X | | | | X | | | | | | |
| Indiana | | X | | X | | | | X | | | | | | |
| Iowa | | X | | X | | | | X | | | | | | |
| Kansas | | X | | X | | | X | X | | | | | | |
| Kentucky | | X | | X | | X | | X | X | X | X | X | | |
| Louisiana | | X | | X | | | | X | | | | | | |
| Maine | | X | | X | | X | | X | X | X | X | X | | |
| Maryland | | X | X | | | | | X | | | | | | |
| Massachusetts | | X | | X | | X | | X | | | | | | |
| Michigan | | X | | X | | X | | X | | | | | | |
| Minnesota | | X | | X | | | | X | | | | | | |
| Mississippi | | X | | X | | | | X | | | | | | |
| Missouri | | X | | X | | | | X | | | | | | |
| Montana | | X | | X | | | | X | X | X | X | X | | |
| Nebraska | | X | | X | | | | X | | | | | | |
| Nevada | | X | | X | | | | X | | | | | | |
| New Hampshire | | X | | X | | | | X | | | | | | |
| New Jersey | | X | | X | | | X | X | X | X | X | X | | |
| New Mexico | | X | | | X | | | X | | | | | | |
| New York | | X | | X | | X | | X | | | X | | | |
| North Carolina | | X | | X | | | | X | | | | | | |
| North Dakota | | X | | X | | | | X | | | | | | |
| Ohio | | X | | X | | | | X | | | | | | |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | X | X | | | | X | | |
| Pennsylvania | | X | | X | | | | X | | | | | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | X | | | | | | |
| South Dakota | | X | | | X | | | X | | | | | | |
| Tennessee | | X | | | X | | | X | X | X | X | X | | |
| Texas | | X | | X | | | | X | | | | | | |
| Utah | | X | | | X | | | X | X | X | X | X | | |
| Vermont | | X | | X | | | | X | | | | | | |
| Virginia | | X | | X | | X | | X | | | | | | |
| Washington | | X | | | X | | | X | | | | X | | |
| West Virginia | | X | | X | | X | | X | | | | | | |
| Wisconsin | | X | | X | | X | X | X | X | X | X | X | | X |
| Wyoming | | X | | | X | | | X | | | | X | | |
| Total | 0 | 51 | 1 | 42 | 10 | 11 | 5 | 51 | 17 | 17 | 17 | 20 | 1 | 2 |

CHART A1-2

CHILD PROTECTIVE PROGRAMS

**CHILD PROTECTIVE SERVICES: LICENSED CHILD CARE FACILITIES**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | X | X | X | X | | | |
| Alaska | | | X | | | X | | X | X | X | | | | |
| Arizona | | X | | X | | | | X | | | | | | |
| Arkansas | | X | | X | | X | | X | X | X | X | | | |
| California | | X | | | X | | | X | | | | | | |
| Colorado | | X | | X | | | | X | | | | | | |
| Connecticut | | X | | X | | | | X | X | X | | | | |
| Delaware | | X | | X | X | | | X | | | | | | |
| District of Columbia | | X | | | X | | X | | | | | | | |
| Florida | | X | | X | | X | | X | | X | X | X | | |
| Georgia | | X | | X | X | | | X | | | | | | |
| Hawaii | | X | | | X | | | X | | | | | | |
| Idaho | | X | | X | | | | X | X | X | | | | |
| Illinois | | X | | X | | | | X | | | | | | |
| Indiana | | X | | X | X | | | X | | | | | | |
| Iowa | | X | | X | | | | X | | | | | | |
| Kansas | | X | | X | | | X | X | | | | | | |
| Kentucky | | X | | X | | | | X | | | | | | |
| Louisiana | | X | | X | | | | X | | | | | | |
| Maine | | X | | X | X | X | | X | | | | X | | |
| Maryland | | X | X | | | | | X | | | | | | |
| Massachusetts | | X | | X | | X | | X | | | | | | |
| Michigan | | X | | X | | X | | X | | | | | | |
| Minnesota | | X | | X | | | | X | | | | | | |
| Mississippi | | X | | X | | | X | X | | | | | | |
| Missouri | | X | | X | | | | X | | | | | | |
| Montana | | X | | X | | | | X | | | | | | |
| Nebraska | | X | | X | | | | X | | | | | | |
| Nevada | | X | | X | | | | X | | | | | | |
| New Hampshire | | X | | X | | | X | X | | | | | | |
| New Jersey | | X | | X | X | | X | X | | | | | | |
| New Mexico | | X | | | X | | | X | | | | | | |
| New York | | X | | X | | | | X | | | | | | |
| North Carolina | | X | | X | | | | X | | | | | | |
| North Dakota | | X | | X | | | | X | | | | | | |
| Ohio | | X | | X | | | | X | | | | | | |
| Oklahoma | | X | | X | X | | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | X | X | | | | X | | |
| Pennsylvania | | X | | X | X | | | X | | | | | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | X | | | | | | |
| South Dakota | | X | | | X | | | X | | | | | | |
| Tennessee | | X | | | X | | | X | X | X | X | | | |
| Texas | | X | | | X | | | X | | | | | | |
| Utah | | X | | | X | | | X | X | X | X | X | | |
| Vermont | | X | | X | | | | X | | | | | | |
| Virginia | | X | | X | | X | | X | | | | | | |
| Washington | | X | | | X | | | X | | | | X | | |
| West Virginia | | X | | X | | X | | X | | | | | | |
| Wisconsin | | X | | X | | X | X | X | X | X | X | X | | |
| Wyoming | | X | | | X | | | X | | | | | | |
| Total | 0 | 50 | 2 | 39 | 18 | 10 | 7 | 50 | 10 | 11 | 8 | 8 | 0 | 0 |

CHART A1-3
CHILD PROTECTIVE PROGRAMS
**CHILD PROTECTIVE SERVICES: THIRD-PARTY SITUATIONS**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Involl. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | X | X | X | X | | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | | X | | X | | | | X | | | | | | |
| Arkansas | | X | | X | | X | | X | X | X | X | | | |
| California | | X | | | | | X | | | | | | | |
| Colorado | | X | | X | | | | X | | | | | | |
| Connecticut | | X | | X | | | | X | | | | | | |
| Delaware | | X | | X | X | | X | | | | | | | |
| District of Columbia | | X | | | X | | X | X | X | X | X | X | X | |
| Florida | | X | | X | | | | | | | | | | |
| Georgia | | X | | X | X | | | X | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | | | X | | X | X | X | X | | |
| Illinois | | X | | X | | | | X | | | | | | |
| Indiana | | X | | X | X | | | X | | | | | | |
| Iowa | | X | X | X | | | X | X | | | | | | X |
| Kansas | | X | | X | | | X | X | | | | | | |
| Kentucky | | X | | X | | | | X | | | | | | |
| Louisiana | | X | | X | | | X | X | | | | | | |
| Maine | | | X | | | X | X | X | | | | | | |
| Maryland | | X | | X | | | | X | | | | | | |
| Massachusetts | | X | | X | | X | | X | | | | | | |
| Michigan | | X | | X | | | X | X | | | | | | |
| Minnesota | | X | | | | | X | X | | | | | | X |
| Mississippi | | X | | X | | | X | X | | | | | | |
| Missouri | | X | | X | | | | X | | | | | | |
| Montana | | | X | X | | | | X | | | | | | |
| Nebraska | | X | | X | | | | X | | | | | | |
| Nevada | | X | | X | | | | X | | | | | | |
| New Hampshire | | X | | X | | | X | X | | | | | | |
| New Jersey | | X | | X | | | X | X | | | X | | | |
| New Mexico | X | | | | | | X | | | | | | | |
| New York | | X | | X | | | X | | | | | | | |
| North Carolina | | X | | X | | | | X | | | | | | |
| North Dakota | | X | | X | | | X | X | | | | | | |
| Ohio | | X | | X | | | X | X | X | | | | | |
| Oklahoma | | X | | X | X | | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | X | X | | | | | | |
| Pennsylvania | | X | | X | X | | | X | | | | | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | | | X | | | | | | | |
| South Dakota | | X | | | X | | | X | | | | | | |
| Tennessee | | X | | | X | | | X | | | | | | |
| Texas | | X | | | | | X | X | | | | | | |
| Utah | | X | | | X | | | X | X | X | X | X | | |
| Vermont | | X | | X | | | | X | | | | | | |
| Virginia | | X | | X | | X | | X | | | | | | |
| Washington | X | | | | | | X | | | | | | | |
| West Virginia | | X | | X | | X | | X | | | | | | |
| Wisconsin | | X | | X | | X | X | X | X | X | X | X | | |
| Wyoming | | X | | | X | | X | X | | | | X | | |
| Total | 3 | 44 | 4 | 37 | 11 | 7 | 23 | 41 | 9 | 8 | 9 | 7 | 1 | 2 |

CHART A1-4
CHILD PROTECTIVE PROGRAMS
**DAY CARE SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | X | X | X | X | X | X | |
| Alaska | | X | | | | X | | | | | | | | |
| Arizona | | X | | X | | | | X | X | X | X | X | X | |
| Arkansas | | X | | X | | X | | X | X | X | | | | |
| California | | X | | X | X | | | | | | | | X | |
| Colorado | | X | | | | X | | X | | | X | X | | |
| Connecticut | | X | | | X | | | | | | | | | |
| Delaware | | X | | | X | | | | | | | | | X |
| District of Columbia | | X | | | X | X | | X | | | | | | |
| Florida | | X | | | | X | | X | X | X | X | X | X | |
| Georgia | | X | | | | X | | X | X | X | | X | | |
| Hawaii | | X | | | X | X | | X | | | X | X | X | |
| Idaho | | X | | X | | | | | | | | X | | |
| Illinois | | X | | X | | X | | X | | | | X | | |
| Indiana | | | X | | | X | | X | | | X | X | | |
| Iowa | | X | | | | X | | X | | | | | | X |
| Kansas | | | X | | | X | | X | | | X | X | | |
| Kentucky | | X | | X | | X | | X | X | | | X | | |
| Louisiana | | | X | | | | X | | | | | | X | X |
| Maine | | X | | | X | X | | | X | | | X | | |
| Maryland | | X | | X | | X | | | | | | X | X | X |
| Massachusetts | | X | | X | | X | X | X | X | X | X | X | X | |
| Michigan | | X | | | | | | X | | | | | X | |
| Minnesota | | X | | X | | | X | | | | | X | | |
| Mississippi | | | X | | | X | | | | | | | X | X |
| Missouri | | X | | | | X | | X | X | | | X | X | |
| Montana | | X | | | | | X | | | | | X | | |
| Nebraska | | X | | | | X | | X | X | X | X | X | X | |
| Nevada | | | X | | | X | | X | X | | | | X | |
| New Hampshire | | X | | X | X | X | | | X | X | X | | X | |
| New Jersey | | | X | X | | X | | X | | | | X | X | |
| New Mexico | | X | | | | X | | | | | | | X | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | X | | | X | X | | | | | | | X | |
| North Dakota | | X | | | | | X | X | | | | X | | X |
| Ohio | | X | | | | X | | X | X | X | X | X | | |
| Oklahoma | | X | | | X | | | | | | | | | |
| Oregon | | | X | | | X | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | | | X | X | X | X | X | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | X | | | | X | X | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | X | | | | X | | |
| Texas | | X | | | X | | | | | | | | | X |
| Utah | | X | | | | X | | X | | | X | | | |
| Vermont | | X | | | X | | X | X | X | X | | X | X | X |
| Virginia | | X | | | | X | | X | | | | | | |
| Washington | | X | | X | | X | | | | | X | X | X | |
| West Virginia | | X | | X | | | | X | | | | | X | |
| Wisconsin | | X | | X | | X | X | X | | | X | X | | X |
| Wyoming | | X | | | | X | | X | X | X | X | X | X | |
| Total | 0 | 43 | 8 | 19 | 12 | 35 | 7 | 32 | 19 | 15 | 19 | 30 | 23 | 10 |

CHART A1-5
CHILD PROTECTIVE PROGRAMS
**EMERGENCY SHELTER SERVICES**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | X | X | X | X | X | | |
| Alaska | | X | X | | | X | | X | X | X | X | X | | |
| Arizona | | X | | X | | X | | X | X | X | | X | | |
| Arkansas | | | X | X | | X | | | X | X | | | | |
| California | | X | | X | | X | | X | X | X | X | | | |
| Colorado | | X | | X | | X | | X | X | X | X | X | | |
| Connecticut | | X | | X | | | | X | X | X | X | X | | |
| Delaware | | X | | X | | | | X | X | | | X | | |
| District of Columbia | | X | | | X | X | | X | X | X | X | X | | |
| Florida | | X | | X | | X | | X | | | X | X | | |
| Georgia | | X | X | X | | | | X | X | X | X | X | | |
| Hawaii | | X | | | | X | | X | | | | | | |
| Idaho | | X | X | | | | | | | | | X | | |
| Illinois | | X | | X | | X | | X | X | | X | | | |
| Indiana | | X | | | | X | | | X | | X | | | |
| Iowa | | | X | X | | X | | X | | X | X | X | X | |
| Kansas | | X | | | | X | | X | X | X | X | X | | |
| Kentucky | | X | | X | | X | | X | X | | X | X | | |
| Louisiana | | X | | X | | | | | X | | | X | | |
| Maine | | X | | X | | X | | | X | | | X | | |
| Maryland | | X | | X | | | | X | X | X | X | | | |
| Massachusetts | | X | | | | | | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | | X | | |
| Minnesota | | X | | X | | | | X | | | X | X | | |
| Mississippi | | X | | | X | X | | | X | | | | | |
| Missouri | | X | | X | | X | X | X | X | | | | | |
| Montana | | X | | | | X | | | X | | | X | | |
| Nebraska | | | X | | | X | | X | X | X | | X | | |
| Nevada | | X | | X | | | | X | | | | | | |
| New Hampshire | | X | | X | | X | | X | | | X | | | X |
| New Jersey | | X | | X | X | X | | X | X | X | X | X | | X |
| New Mexico | | X | | | | X | | X | X | | | X | | |
| New York | | X | | X | | X | | | | | X | | | X |
| North Carolina | | | X | X | | | | | | | X | | | |
| North Dakota | | | X | X | | X | | X | X | X | X | | | |
| Ohio | | X | | X | | X | | X | X | | X | | | |
| Oklahoma | | X | | X | | X | | X | X | X | X | X | | |
| Oregon | | X | | | | X | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | X | | | X | X | | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | X | X | | X | | | |
| Texas | | X | | X | | X | | X | | | | | | |
| Utah | | X | | | X | | | X | X | X | X | X | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | X | | X | | X | | X | | | | | | |
| Washington | | X | | X | X | | | | | | X | X | X | |
| West Virginia | | X | | X | | | | | X | | X | X | | |
| Wisconsin | | | X | | | | X | X | X | X | X | X | | |
| Wyoming | | X | | | | X | | X | X | X | X | X | | |
| Total | 0 | 43 | 10 | 33 | 6 | 34 | 2 | 39 | 37 | 24 | 34 | 32 | 2 | 3 |

CHART A1-6
CHILD PROTECTIVE PROGRAMS
**HOMEMAKER SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | X | X | | X | | X | X | X | X | X | X | |
| Alaska | | | X | | | X | | X | X | X | | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | X | | |
| Arkansas | | X | | X | | X | | X | | | X | | | |
| California | | | X | X | | X | | X | X | X | X | X | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | X | | | X | | | X | | | | X | | |
| Delaware | | X | | | | X | | X | | | | | | |
| District of Columbia | | | | | X | X | | X | | | X | | | |
| Florida | | | X | | | X | | X | | | X | X | | |
| Georgia | | | | X | | X | | | | | | | | |
| Hawaii | | X | | | X | | | X | | | | | | |
| Idaho | | | X | | | X | | X | | | X | X | | |
| Illinois | | X | | X | | X | | X | | | X | X | | |
| Indiana | | X | | X | | X | | X | X | | X | | | |
| Iowa | | | X | | | X | | | | | X | X | X | |
| Kansas | | X | | X | | X | | X | | | X | X | | |
| Kentucky | | X | | X | | X | | X | X | | | X | | |
| Louisiana | | | X | X | | X | | X | | | | | | |
| Maine | | X | | | | X | | X | | | | X | X | |
| Maryland | | X | | | X | | | X | | | X | X | | |
| Massachusetts | | X | | | | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | | | | | | |
| Minnesota | X | | | | | | | | | | | | | |
| Mississippi | | | X | X | | | | | | | | | | X |
| Missouri | | X | | | | X | | X | X | X | X | X | | |
| Montana | | | X | X | | | | X | | | | | | |
| Nebraska | | X | | | | X | | X | X | X | X | X | X | |
| Nevada | | X | | X | | | | X | X | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | | X | X | | X | | X | X | X | X | X | | |
| New Mexico | | | | | | | | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | | X | | | | | | | X | | X | | |
| North Dakota | | X | | | X | | | | | | X | X | X | X |
| Ohio | | X | | X | | | | X | X | X | X | X | | |
| Oklahoma | | | X | | | X | | X | X | X | X | X | | |
| Oregon | | X | | | X | X | | X | X | X | X | X | | |
| Pennsylvania | | | X | X | | X | | X | | X | X | X | | |
| Rhode Island | | X | | X | X | X | | X | X | X | X | X | | |
| South Carolina | | X | | | X | | | X | | | | X | X | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | X | | | | X | X | |
| Texas | | | X | | | X | | X | | | | | | |
| Utah | | X | | | X | | | X | | | X | X | | |
| Vermont | | X | | | | X | X | | | | | | | |
| Virginia | | | X | X | | X | | X | | | | | | |
| Washington | | | X | | X | | | X | | | | X | | |
| West Virginia | | | X | X | | X | | X | | | | | X | |
| Wisconsin | | X | | X | | | | | | | | | | |
| Wyoming | | X | | | X | | | X | X | X | X | X | | |
| Total | 1 | 27 | 19 | 23 | 12 | 33 | 2 | 40 | 18 | 17 | 26 | 30 | 8 | 3 |

CHART A1-7
CHILD PROTECTIVE PROGRAMS
**INTENSIVE HOME-BASED SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | X | | | | | | | | | | | | | |
| Alaska | | | X | X | | | | X | X | X | X | | | |
| Arizona | | | X | X | | X | | X | | | | X | | |
| Arkansas | | | X | X | | X | | X | X | X | X | | | |
| California | | | X | X | | X | | X | X | X | X | X | | |
| Colorado | | | X | X | | X | | X | | X | X | X | X | |
| Connecticut | | X | | X | X | X | | X | | X | X | X | | |
| Delaware | | X | | | | X | | X | | | | | | |
| District of Columbia | | X | | | X | | | X | | | | X | X | |
| Florida | | | X | | | X | | X | | | X | X | | |
| Georgia | | X | | X | | X | | X | X | X | | X | | |
| Hawaii | | | X | | | X | | X | | | | | | |
| Idaho | | | X | | | X | | X | | | X | X | | |
| Illinois | | | X | X | | X | | X | | | X | X | | |
| Indiana | | | X | X | | X | | X | X | | X | | | |
| Iowa | | X | | X | | X | | X | X | X | X | X | | X |
| Kansas | | | X | X | | X | | X | | | X | X | | |
| Kentucky | | X | | X | X | X | | X | X | | X | X | | |
| Louisiana | | | X | | | X | | X | | | | | | |
| Maine | | X | | X | | X | | X | | X | X | | | |
| Maryland | | X | X | | X | | | X | | X | X | X | | |
| Massachusetts | | X | | X | | X | | X | X | X | X | X | | |
| Michigan | | | X | X | | X | | X | | | | | | |
| Minnesota | | | X | X | | X | | X | | | X | X | | |
| Mississippi | | X | | X | | | X | | | | | | | X |
| Missouri | | | X | X | | X | X | X | | | | | | |
| Montana | | | X | X | | | | X | | | | X | | |
| Nebraska | | X | | | | X | | X | X | X | X | X | X | |
| Nevada | | | X | X | | | | X | X | | | | | |
| New Hampshire | | X | | | | X | | | X | X | X | | | |
| New Jersey | | | X | | X | | | X | | X | X | | | |
| New Mexico | | | X | | | X | | | | | | X | | |
| New York | | | X | X | | X | | | | | | | | X |
| North Carolina | | | X | X | X | X | | | | X | | X | | |
| North Dakota | | | X | | | X | | | | | | | | X |
| Ohio | | | X | X | | | | | | | | | | |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | | X | X | | X | X | X | X | X | | |
| Pennsylvania | | | X | X | | X | | X | | X | X | X | | |
| Rhode Island | | X | | X | X | X | | X | X | X | X | X | | |
| South Carolina | | | X | | | X | | X | | | | | | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | | | | | | | X |
| Texas | | | X | X | | X | | X | | | | | | |
| Utah | | X | | | X | | | X | | | X | X | | |
| Vermont | | | X | | | X | | | | | | | | |
| Virginia | | | X | X | | X | | X | | | | | | |
| Washington | | | X | | | X | | X | | | X | X | | |
| West Virginia | | | X | | | X | | X | | X | | | | X |
| Wisconsin | | | X | X | | | | X | | | X | X | | |
| Wyoming | | | X | | X | X | | X | X | X | X | | | X |
| Total | 1 | 17 | 34 | 29 | 11 | 38 | 2 | 41 | 16 | 21 | 28 | 26 | 3 | 7 |

CHART A1-8
CHILD PROTECTIVE PROGRAMS
**RESPITE SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | X | | | X | | X | X | | | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | | X | X | X | X | | X | X | X | | X | | X |
| California | | | X | X | | X | | X | X | X | X | X | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | | X | X | | | | | X | | | X | | |
| Delaware | X | | | | | | | | | | | | | |
| District of Columbia | | X | | | X | X | | X | X | X | X | X | | |
| Florida | | | X | X | | X | | X | X | X | X | X | | |
| Georgia | X | | | | | | | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | | | | X | | | | X | | |
| Illinois | | | X | | | X | | X | | | | X | | X |
| Indiana | | | X | | | X | | X | X | | | X | | |
| Iowa | | | X | | | X | | | | | X | X | X | |
| Kansas | | | X | | | X | | X | | | X | | | |
| Kentucky | | X | | X | X | X | | X | X | X | X | X | | |
| Louisiana | | | X | X | X | | | | X | | | X | | |
| Maine | | X | | X | | X | | | X | | | | | |
| Maryland | | | X | | | X | | X | | | | X | | |
| Massachusetts | | X | | | X | X | | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | | | | |
| Minnesota | | X | | X | | | | | | | | X | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | | X | X | | X | | X | | | | X | | |
| Montana | | | X | | | X | | X | X | X | X | X | | |
| Nebraska | | X | | | | X | | X | | | | | | |
| Nevada | | | X | | X | | | | | | | | | X |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | | X | | | X | | X | | X | X | X | X | |
| New Mexico | | X | | | | X | | X | | | | | X | |
| New York | X | | | | | | | | | | | | | |
| North Carolina | | | X | | X | | | | | | | | | X |
| North Dakota | | | X | | | | | X | | | | | | |
| Ohio | | | X | | | | | | | | | | | |
| Oklahoma | X | | | | | | | | | | | | | |
| Oregon | | X | | | | X | | | | | | X | | |
| Pennsylvania | | | X | X | X | X | | X | X | X | X | X | | |
| Rhode Island | | X | | X | | X | | | X | X | X | X | | |
| South Carolina | X | | | | | | | | | | | | | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | | | | | X | | |
| Texas | | | X | | | | X | | | | | X | | |
| Utah | | | X | | | X | | | | | | X | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | | X | | | X | | X | X | | | | | |
| Washington | | | X | X | | X | | | | | | X | | |
| West Virginia | X | | | | | | | | | | | | | |
| Wisconsin | | X | | X | | | | X | X | X | | X | | |
| Wyoming | | X | | | | X | | X | X | X | X | X | | |
| Total | 9 | 14 | 26 | 17 | 9 | 29 | 1 | 26 | 21 | 16 | 15 | 28 | 3 | 4 |

CHART A1-9
CHILD PROTECTIVE PROGRAMS
**OTHER SERVICES**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | | | | | | | | | | | | | |
| California | | | | | | | | | | | | | | |
| Colorado | | | | | | | | | | | | | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | X | X | X | | X | | X | | | X | X | | X |
| Georgia | | | | | | | | | | | | | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | X | X | | | X | X | X | X | X | X | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | X | X | | X | | | | | | | | X |
| Kansas | | | | | | | | | | | | | | |
| Kentucky | | | | | | | | | | | | | | |
| Louisiana | | X | | X | | | | X | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | X | X | X | | | | X | | | | | | |
| Massachusetts | | X | | X | | X | | X | X | X | X | X | | |
| Michigan | | | | | | | | | | | | | | |
| Minnesota | | | X | X | | X | | X | | | X | X | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | | | | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | X | | | | X | | X | | | | | X | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | X | X | X | | X | | X | X | X | X | X | | |
| New Mexico | | | | | | | | | | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | X | | | | X | | X | | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | X | | X | | | | | X | X | X | X | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | X | | | | X | | | | | | | X | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | | | | | | | | | | | | |
| Utah | | | X | | | X | | | | | X | X | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | | | | | | | | | | | | |
| Wyoming | | X | | | X | X | | X | X | X | X | X | X | X |
| Total | 0 | 10 | 7 | 9 | 1 | 10 | 1 | 10 | 5 | 5 | 8 | 8 | 3 | 3 |

CHART A2-1
OUT-OF-HOME CARE PROGRAMS
**FOSTER FAMILY CARE SERVICES**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | X | X | X | X | X | | |
| Alaska | | X | | | | X | | X | X | | X | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | X | | |
| Arkansas | | X | | X | | | | X | X | | | X | | |
| California | | X | | X | X | | | | | | | | X | |
| Colorado | | X | | | | X | | X | X | | X | X | | |
| Connecticut | | X | | X | | | | | | | | | | |
| Delaware | | X | | X | | X | | X | X | X | X | X | | |
| District of Columbia | | X | | | X | X | | X | X | X | X | X | | |
| Florida | | X | | X | | | | | | | X | X | | |
| Georgia | | X | | X | | | | X | | X | X | X | | |
| Hawaii | | X | | | X | | | X | X | X | X | X | | |
| Idaho | | X | | X | | | | | X | X | | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | X | | X | X | | X | | X | | | |
| Iowa | | X | | X | | X | | X | | X | X | X | | |
| Kansas | | X | | X | | X | | | X | X | | | | |
| Kentucky | | X | | X | | X | | X | X | X | X | X | | |
| Louisiana | | X | | X | | X | | | X | X | X | X | | |
| Maine | | X | | X | | X | X | X | X | | | X | | |
| Maryland | | X | | X | | | | X | X | X | X | X | | |
| Massachusetts | | X | | X | | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | | | X | | |
| Minnesota | | X | | X | | X | | X | | | X | X | | |
| Mississippi | | X | | X | | X | | | X | | | | | |
| Missouri | | X | | X | | X | | | X | | X | | | |
| Montana | | X | | X | | | | X | X | X | X | X | | |
| Nebraska | | X | | X | | | | X | X | X | X | X | | |
| Nevada | | X | | X | X | X | X | | X | | | X | | X |
| New Hampshire | | X | | X | | | | | X | | X | | | |
| New Jersey | | X | | X | | X | | X | X | | X | X | X | |
| New Mexico | | X | | | | X | | X | X | | | | | |
| New York | | X | | X | | X | X | X | X | | X | X | | |
| North Carolina | | X | | X | | | | | X | | | | | |
| North Dakota | | X | | X | | | X | | X | | X | | | |
| Ohio | | X | | X | | X | | | X | X | X | X | | |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | X | | X | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | X | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | X | | | X | X | | |
| South Dakota | | X | | | X | | | | | | | | | |
| Tennessee | | X | | | X | | | | X | | | | | |
| Texas | | X | | X | | X | | X | | X | X | | | |
| Utah | | X | | | X | | | | X | X | X | X | | |
| Vermont | | X | | X | | | | | X | | | X | | |
| Virginia | | X | | X | | X | | | X | X | X | X | | |
| Washington | | X | | X | | X | | | | | | | | X |
| West Virginia | | X | | X | | | | | X | X | X | X | | |
| Wisconsin | | X | | | | | X | X | X | X | X | X | X | |
| Wyoming | | X | | | | X | | X | X | X | X | X | | |
| Total | 0 | 51 | 0 | 41 | 7 | 30 | 8 | 30 | 41 | 25 | 36 | 37 | 3 | 2 |

CHART A2-2
OUT-OF-HOME CARE PROGRAMS
**FOSTER FAMILY CARE SERVICES: THERAPEUTIC/SPECIALIZED**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | X | X | | X | | X | X | X | X | X | | |
| Alaska | | | X | | | X | | X | X | | X | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | | X | X | | X | | X | X | | | | | |
| California | | X | | X | X | | | | | | | | X | |
| Colorado | | | X | X | | X | | X | X | | X | | | |
| Connecticut | | X | | X | | X | | | | | | | | |
| Delaware | | X | | X | | X | | X | X | X | X | X | | |
| District of Columbia | | X | | | | X | | X | X | | X | X | | |
| Florida | | X | | | | X | | | | | X | X | | |
| Georgia | | | X | X | | | | X | | X | X | X | | |
| Hawaii | | | X | X | | | | | | | | X | | |
| Idaho | | | X | X | | | | | X | X | | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | | X | | | X | X | | X | | X | | | |
| Iowa | | | X | X | | X | | X | | X | X | X | | |
| Kansas | | | X | | | X | | | X | X | | | | |
| Kentucky | | X | | X | | X | | X | X | X | X | X | | |
| Louisiana | | X | | X | | X | | | X | X | X | X | | |
| Maine | | X | | X | | X | | | X | | | | | |
| Maryland | | X | | X | | X | | | X | | | | | |
| Massachusetts | | X | | X | | X | X | X | X | X | X | X | | |
| Michigan | | | X | | | X | | X | X | | | X | | |
| Minnesota | | X | | X | | X | | X | | | X | X | | |
| Mississippi | | | X | | | X | | | X | | | | | |
| Missouri | | | X | X | | X | | | X | | X | | | |
| Montana | | X | | X | | | | X | X | X | X | X | | |
| Nebraska | | | X | X | | X | | X | X | X | X | X | | |
| Nevada | | X | | X | X | X | | | X | | | X | | |
| New Hampshire | | X | | X | | | | | X | X | X | | | |
| New Jersey | | | X | | | X | | X | X | | X | X | | |
| New Mexico | | X | | | | X | | X | X | | | | | |
| New York | | | X | X | | X | | X | X | | X | X | | |
| North Carolina | | | X | X | | | | | X | | | | | |
| North Dakota | | | X | X | | | | | X | | X | | | |
| Ohio | | | X | X | | X | | | | | | | | |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | X | | | | | X | X | | | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | X | | | X | | | | | |
| South Dakota | | X | | | X | X | | | | | | | | |
| Tennessee | | | X | | X | X | | | X | | | | | |
| Texas | | | X | X | | X | | X | | X | X | | | |
| Utah | | X | | | X | | | | X | X | X | X | | |
| Vermont | | X | | | | X | | | X | | | X | | |
| Virginia | | | X | X | | X | | | X | X | X | X | | |
| Washington | | X | | X | | X | | | | | | | | X |
| West Virginia | | X | | X | | | | | X | X | X | X | | |
| Wisconsin | | X | | | | | X | X | X | X | X | X | X | |
| Wyoming | | X | | | | X | | X | X | X | X | X | | |
| Total | 0 | 29 | 22 | 36 | 5 | 38 | 3 | 25 | 40 | 22 | 31 | 29 | 2 | 1 |

CHART A2-3
OUT-OF-HOME CARE PROGRAMS
**FOSTER FAMILY RECRUITMENT SERVICES**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | | X | | |
| Alaska | | | X | X | X | | X | | | | | | | |
| Arizona | | X | | X | | X | | | | | | | | |
| Arkansas | | X | | X | | | | X | X | | | | | |
| California | | | X | X | X | | | | | | | | | X |
| Colorado | | X | | X | | | | | | | | | | |
| Connecticut | | X | | X | | X | | | | | | | | |
| Delaware | | X | | X | X | | | | | | | | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | X | | X | | | | | | | | | | |
| Georgia | | X | | X | | | | | | | | | | |
| Hawaii | | X | | | X | | | X | X | X | X | X | | |
| Idaho | | | X | X | | | | | | | | X | | |
| Illinois | | X | | X | | X | | | | | | | | |
| Indiana | | X | | X | | X | X | | | | | X | | |
| Iowa | | X | | X | | X | | | | | | | | |
| Kansas | | X | | X | | X | | | | | | X | | |
| Kentucky | | X | | X | | | | | | | | | | |
| Louisiana | | X | | X | | X | | | X | X | X | X | | |
| Maine | | X | | X | | | X | | | | | | | |
| Maryland | | X | | X | X | X | | | | | | | | |
| Massachusetts | | X | | X | | X | X | | | | | | | |
| Michigan | | X | | X | | X | | X | X | | | X | | |
| Minnesota | | X | | X | | X | | | | | | | | |
| Mississippi | | X | | X | | | | | | | | | | X |
| Missouri | | X | | X | | | | | | | | X | | |
| Montana | | X | | X | | | | | | | | | | |
| Nebraska | | X | | X | | | | | | | | | | |
| Nevada | | X | | X | | | | | | | | | | X |
| New Hampshire | | X | | X | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | | | X |
| New Mexico | | X | | | X | | | X | X | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | X | | X | | | | | X | | | | | X |
| North Dakota | | | X | X | | | X | | | | | | | X |
| Ohio | | X | | X | | | | | | | | | | X |
| Oklahoma | | X | | X | | | | | | | | | | |
| Oregon | | X | | X | | X | | | | | | | | |
| Pennsylvania | | X | | X | | X | | | | | | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | | | | | | | X |
| South Dakota | | X | | | | | | | | | | | | |
| Tennessee | | X | | | X | | | | | | | | | X |
| Texas | | X | | X | | | | X | | X | X | | | |
| Utah | | X | | | X | | | | | | | | | X |
| Vermont | | X | | X | | | | | | | | | | |
| Virginia | | X | X | X | | X | | | X | X | X | X | X | |
| Washington | | X | | X | | X | | | | | | | | X |
| West Virginia | | X | | X | | | | | | | | | | X |
| Wisconsin | | X | | | | | X | | | | | | | |
| Wyoming | | X | | | X | | | | | | | X | | |
| Total | 0 | 47 | 5 | 43 | 11 | 18 | 6 | 6 | 8 | 5 | 5 | 12 | 1 | 14 |

CHART A2-4
OUT-OF-HOME CARE PROGRAMS
**GROUP HOME CARE SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | X | | X | X | X | X | X | X | |
| Alaska | | | X | | | X | | X | X | | X | X | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | | X | X | | X | | X | X | | | | | |
| California | | X | | X | | X | | X | X | X | X | | X | |
| Colorado | | | X | X | | X | | X | X | | X | X | | |
| Connecticut | | X | | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | | | X | | X | X | X | X | X | | |
| District of Columbia | | X | | | | X | | X | X | X | X | X | | |
| Florida | | | X | X | | | | | X | | X | X | | |
| Georgia | | X | | | | X | | X | X | X | X | X | | |
| Hawaii | | | X | | | X | | X | X | X | X | X | | |
| Idaho | | | X | X | | X | | | X | X | | X | | |
| Illinois | | X | | | | X | | X | X | | X | X | | |
| Indiana | | | X | | | X | | | X | | X | | | |
| Iowa | | | X | | | X | | X | | X | X | X | X | |
| Kansas | | X | | | | X | | | X | | | | | |
| Kentucky | | X | | X | | | | | X | | X | | | |
| Louisiana | | | X | | | X | | | X | X | X | | | |
| Maine | | X | | | | X | | | X | | | | | |
| Maryland | | X | | X | X | X | | X | X | X | X | X | | |
| Massachusetts | | X | | | | X | | X | X | X | X | X | X | |
| Michigan | | | X | X | | X | | X | X | | | X | | |
| Minnesota | | X | | X | | X | | X | | | X | X | | |
| Mississippi | | | X | | | X | | | X | | | | | |
| Missouri | | X | | | | X | | | X | | X | | | |
| Montana | | X | | | | X | | X | X | X | X | X | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | X | X | | X | | | X | | | X | X | |
| New Hampshire | | X | | | | X | | | X | X | X | | | |
| New Jersey | | X | | X | | X | X | X | X | | X | X | | X |
| New Mexico | | | X | | | X | | | | | | | | |
| New York | | X | | X | | X | X | X | X | | X | X | | |
| North Carolina | | | X | X | | X | | | X | | | | | |
| North Dakota | | | X | | | | X | | X | | X | | | |
| Ohio | | | X | X | | X | | | | | | | | X |
| Oklahoma | | X | | X | | X | | X | X | X | X | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | | X | | X | X | X | X | X | | |
| South Dakota | | X | | | | X | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | | X | | | | | |
| Texas | | X | | X | | X | | X | X | | | | | |
| Utah | | | X | | | X | | | X | | | | | |
| Vermont | | X | | | | X | | X | X | | | | | |
| Virginia | | X | | | | X | | | X | | | | | |
| Washington | | | X | | | X | | | X | | | | | |
| West Virginia | | X | | X | | | | | X | X | X | X | | |
| Wisconsin | | | X | | | | X | X | X | X | X | X | X | |
| Wyoming | | X | | | | X | | X | X | X | X | X | | |
| Total | 0 | 29 | 20 | 21 | 1 | 44 | 4 | 29 | 45 | 22 | 33 | 26 | 6 | 2 |

CHART A2-5
OUT-OF-HOME CARE PROGRAMS
**RESIDENTIAL TREATMENT SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | X | | X | X | X | X | X | X | |
| Alaska | | | X | | | X | | X | X | | X | | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | | X | X | | X | | X | X | | | | | |
| California | | X | | X | | X | | X | X | X | X | | X | |
| Colorado | | X | | | | X | | X | X | | X | X | | |
| Connecticut | | X | | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | | X | X | | X | X | X | X | X | | X |
| District of Columbia | | X | | | | X | | X | X | X | X | X | | |
| Florida | | | X | | | X | | X | X | X | X | X | X | X |
| Georgia | | X | | | | X | X | | | | | | | |
| Hawaii | | | X | | | X | | X | X | X | X | X | | |
| Idaho | | | X | X | | X | | | X | X | | X | | |
| Illinois | | X | | X | | X | X | X | X | | X | X | | |
| Indiana | | X | | | | X | | | X | | X | | | |
| Iowa | | | X | | | X | | X | | X | X | X | X | |
| Kansas | | X | | | | X | | | X | | | | | |
| Kentucky | | X | | X | | | | | X | | X | | | |
| Louisiana | | X | | | | X | | | X | X | X | | | |
| Maine | | X | | | | X | | | X | | | | | |
| Maryland | | X | X | X | X | X | | | X | X | X | X | | |
| Massachusetts | | X | | | | X | | X | X | X | X | X | X | |
| Michigan | | | X | X | | X | | X | X | | | X | | |
| Minnesota | | X | | X | | X | | | | | | | | |
| Mississippi | | | X | | | X | | | X | | | | | |
| Missouri | | X | | | | X | | | X | | X | | | |
| Montana | | X | | | | X | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | X | | X | X | | | X | | | X | | |
| New Hampshire | | X | | X | | | X | | X | X | X | | | |
| New Jersey | | X | | X | | X | | X | X | | X | X | | |
| New Mexico | | | X | | | | X | | | | | | | |
| New York | | X | | X | | X | X | X | X | | X | X | | |
| North Carolina | | | X | | X | X | | | | | | | | X |
| North Dakota | | | X | | | | X | | X | | X | | | |
| Ohio | | | X | X | | X | | | | | | | | X |
| Oklahoma | | X | | | | X | | X | X | X | X | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | | X | | X | X | X | X | X | | |
| South Dakota | | X | | | | X | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | | X | | | | | |
| Texas | | X | | | | X | | X | X | | | | | |
| Utah | | | X | | | X | | | X | | | | | |
| Vermont | | X | | | X | X | | X | X | | X | | | |
| Virginia | | X | | | | X | | | X | | | | | |
| Washington | | | X | | | X | | | X | | | | | |
| West Virginia | | X | | X | | | | | X | X | X | X | | |
| Wisconsin | | | X | | | | X | X | X | X | X | | X | |
| Wyoming | | X | | | | X | | X | X | X | X | | | X |
| Total | 0 | 32 | 18 | 17 | 5 | 43 | 7 | 26 | 42 | 21 | 31 | 21 | 6 | 5 |

CHART A2-6

OUT-OF-HOME CARE PROGRAMS

**INDEPENDENT LIVING SERVICES: YOUTH AGED 16 OR OLDER**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | X | X | X | X | X | | |
| Alaska | | | X | | | X | | X | X | | X | | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | | X | X | | X | | X | X | | | | | |
| California | | | X | X | | X | | X | X | X | X | | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | | X | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | X | | X | | | X | | | X | | |
| District of Columbia | | X | | | X | X | | X | X | X | X | X | | |
| Florida | | X | | X | | X | | | X | | | | | |
| Georgia | | X | | X | | X | | X | | X | X | X | | |
| Hawaii | | | X | | | X | | X | X | X | X | X | | |
| Idaho | | | X | X | | X | X | | X | X | | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | X | | X | | | X | | X | | | |
| Iowa | | X | | X | | X | | X | | X | X | X | | |
| Kansas | | X | | | X | X | | | X | | | | | |
| Kentucky | | X | | X | | X | | | X | | | X | | |
| Louisiana | | X | | X | | X | | | X | X | X | | | |
| Maine | | X | | X | | X | | | X | | | X | | |
| Maryland | | X | | | | X | | | X | X | X | X | | |
| Massachusetts | | X | | | | X | | X | X | X | X | X | X | |
| Michigan | | X | | X | | X | | X | X | X | | X | | |
| Minnesota | | | X | X | | X | | | | | X | X | | |
| Mississippi | | | X | | | X | | | X | | | | | |
| Missouri | | X | | X | | | | | X | | | | | |
| Montana | | X | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | X | | X | | | X | | X | | | | | |
| New Hampshire | | X | | X | | X | | | X | | | | | |
| New Jersey | | X | | X | | X | | X | X | X | X | X | | |
| New Mexico | | | X | | | | | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | X | | X | | | | | X | | | | | |
| North Dakota | | | X | | | X | | | X | | X | | | |
| Ohio | | X | | X | | X | | | | | | | | X |
| Oklahoma | | X | | X | | X | | X | X | X | X | | | |
| Oregon | | X | | X | | X | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | | | X | | X | X | | |
| Rhode Island | | X | | X | X | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | | X | X | | | | |
| South Dakota | | | | | X | X | | X | X | X | X | | | |
| Tennessee | | | X | | | X | | | X | | | | | |
| Texas | | X | | X | | X | | X | X | | | | | X |
| Utah | | X | | | X | X | | | X | | | | | |
| Vermont | | X | | | X | X | | | X | | | X | | |
| Virginia | | X | X | | X | X | | | X | | | | | |
| Washington | | | X | | | X | | | X | | X | | | |
| West Virginia | | X | | X | | | | | X | X | X | | | |
| Wisconsin | | | X | X | | X | | | | | X | | | |
| Wyoming | | X | | | X | X | | | X | X | X | | | |
| Total | 0 | 35 | 15 | 33 | 8 | 43 | 2 | 20 | 42 | 22 | 27 | 21 | 1 | 3 |

CHART A2-7
OUT-OF-HOME CARE PROGRAMS
**INDEPENDENT LIVING SERVICES: YOUTH AGED 12 TO 15**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | X | | | | | | | | | | | | | |
| Alaska | X | | | | | | | | | | | | | |
| Arizona | X | | | | | | | | | | | | | |
| Arkansas | X | | | | | | | | | | | | | |
| California | X | | | | | | | | | | | | | |
| Colorado | | | X | X | | | | X | X | | | | | |
| Connecticut | X | | | | | | | | | | | | | |
| Delaware | X | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | X | | | | | | | | | | | | | |
| Georgia | X | | | | | | | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | X | | | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | X | X | | X | | | X | | X | X | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | | X | | | X | X | | | X | | | | | |
| Kentucky | | X | | X | | | | | X | | | X | | |
| Louisiana | X | | | | | | | | | | | | | |
| Maine | | X | | X | | X | | | X | | | | | |
| Maryland | X | | | | | | | | | | | | | |
| Massachusetts | | X | | | | X | | X | X | X | X | X | X | |
| Michigan | | | X | X | | X | | X | X | | | | | |
| Minnesota | X | | | | | | | | | | | | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | | X | X | | | | | X | | | | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | X | | | | | | | | | | | | | |
| New Jersey | | | X | X | | X | | X | X | X | X | X | | |
| New Mexico | X | | | | | | | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | X | | | | | | | | | | | | | |
| North Dakota | X | | | | | | | | | | | | | |
| Ohio | X | | | | | | | | | | | | | |
| Oklahoma | X | | | | | | | | | | | | | |
| Oregon | X | | | | | | | | | | | | | |
| Pennsylvania | X | | | | | | | | | | | | | |
| Rhode Island | X | | | | | | | | | | | | | |
| South Carolina | | X | | X | | | | | X | | | | | |
| South Dakota | | | | | X | X | | X | X | X | X | | | |
| Tennessee | | | X | | X | X | | | X | | | | | |
| Texas | | X | | X | | X | | X | X | | | | | X |
| Utah | | | X | | X | X | | | X | | | | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | | X | | X | X | | | X | | | | | |
| Washington | X | | | | | | | | | | | | | |
| West Virginia | | X | | X | | | | | X | X | X | | | |
| Wisconsin | X | | | | | | | | | | | | | |
| Wyoming | X | | | | | | | | | | | | | |
| Total | 31 | 8 | 8 | 11 | 5 | 12 | 0 | 6 | 16 | 4 | 5 | 4 | 1 | 2 |

CHART A2-8
OUT-OF-HOME CARE PROGRAMS
**OTHER SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | X | | | X | | X | X | | X | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | | | | | | | | | | | | | |
| California | | | | | | | | | | | | | | |
| Colorado | | | X | X | | X | | X | X | | X | | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | | | | | | | | | | | | | |
| Georgia | | X | X | X | | | | | | X | X | X | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | X | X | | | | | X | X | X | X | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | X | X | X | | | | X | | X | | | |
| Kansas | | | | | | | | | | | | | | |
| Kentucky | | | | | | | | | | | | | | |
| Louisiana | | | | | | | | | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | | | | | | | | | | | | | |
| Massachusetts | | | | | | | | | | | | | | |
| Michigan | | | X | | | X | | X | X | X | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | | | | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | | | | | | | | | | | | | |
| New Mexico | | | X | | | | X | X | X | | | | | X |
| New York | | | | | | | | | | | | | | |
| North Carolina | | | | | | | | | | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | | | | | | | | | | | | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | | | | | | | | | | | | | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | X | | | X | | | | | | | | X |
| Utah | | | | | | | | | | | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | | | | | | | | | | | | |
| Wyoming | | | | | | | | | | | | | | |
| Total | 0 | 1 | 8 | 4 | 1 | 4 | 1 | 4 | 6 | 3 | 5 | 2 | 0 | 2 |

CHART A3-1
ADOPTION PROGRAMS
**ADOPTION SERVICES: SPECIAL NEEDS CHILDREN**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | X | | X | X | | |
| Alaska | | X | | X | | | | | X | X | X | | | |
| Arizona | | X | | X | | X | | X | X | | | | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | | X | | X | X | | | X | X | X | X | X | | |
| Colorado | | X | | X | | X | X | X | X | X | X | X | | |
| Connecticut | | X | | X | | X | | | X | | | X | | |
| Delaware | | X | | X | | X | | | X | | | X | | |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | X | X | | | X | X | X | X | | |
| Georgia | | X | | X | | | | | | | X | X | | |
| Hawaii | | X | | | X | | | X | X | X | X | X | | |
| Idaho | | X | | X | | | | | X | X | X | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | X | X | | | | | X | | X | | |
| Iowa | | X | | X | | X | | X | X | X | | X | | |
| Kansas | | X | | X | | X | | | X | | | | | |
| Kentucky | | X | | X | | | | | | | | X | | |
| Louisiana | | X | | X | | X | | | X | | | | | |
| Maine | | X | | X | | | X | | X | | | X | | |
| Maryland | | X | | X | | | | | X | | X | X | | |
| Massachusetts | | X | | X | | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | | X | | | X | | |
| Minnesota | | X | | X | | X | X | | X | | | X | | |
| Mississippi | | X | | X | | X | | | X | | | | | |
| Missouri | | X | | X | | X | | | X | | | | | |
| Montana | | X | | X | | | | | X | X | | | | |
| Nebraska | | X | | X | X | | | | X | | X | | | |
| Nevada | | X | | X | | X | X | | X | | | X | | |
| New Hampshire | | X | | X | | | | | X | | X | X | | |
| New Jersey | | X | | X | | X | | X | X | | X | X | | |
| New Mexico | | X | | | X | | | | X | | | | | |
| New York | | X | | X | | X | | | X | | | | | |
| North Carolina | | X | | X | | X | | | X | | | | | |
| North Dakota | | X | | | | X | | | X | | | | | |
| Ohio | | X | | X | | X | | | X | X | X | X | | X |
| Oklahoma | | X | | X | | X | | X | X | X | X | X | | |
| Oregon | | X | | | X | X | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | X | | X | | X | X | | |
| Rhode Island | | X | | X | | | | | X | X | X | X | | |
| South Carolina | | X | | X | | | | | X | X | | X | | |
| South Dakota | | X | | | X | | | X | X | X | X | X | | |
| Tennessee | | X | | | X | | | | | | | | | X |
| Texas | | X | | X | | X | | X | X | | X | | | X |
| Utah | | X | | | X | | | | X | | | | | |
| Vermont | | X | | X | | | | | X | X | | X | | |
| Virginia | | X | | X | | X | X | | X | | X | X | | |
| Washington | | X | | | X | X | | X | X | X | | | | |
| West Virginia | | X | | X | | | | | X | | | | | |
| Wisconsin | | X | X | X | X | X | | | X | X | X | X | | |
| Wyoming | | X | | | X | | | X | X | X | X | X | | |
| Total | 0 | 51 | 1 | 40 | 14 | 28 | 7 | 14 | 46 | 20 | 24 | 32 | 0 | 3 |

CHART A3-2
ADOPTION PROGRAMS
**ADOPTION SERVICES: DOMESTIC NON-SPECIAL NEEDS ADOPTION**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | X | | X | X | | |
| Alaska | | X | | X | | | X | | | | | | | |
| Arizona | | X | | X | | | X | X | X | | | X | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | | X | | X | X | | | X | X | X | X | X | | |
| Colorado | | X | | X | | X | X | X | X | X | X | X | | |
| Connecticut | | X | | X | | | | | X | | | X | | |
| Delaware | | X | | X | | X | | | X | | | X | | |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | | | X | | X | X | X | X | | |
| Georgia | | X | | X | | | | | | | X | X | | |
| Hawaii | | X | | | X | | | X | X | X | X | X | | |
| Idaho | | X | | X | | | | | X | X | X | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | X | X | | X | | | X | X | X | | |
| Iowa | | X | | X | | | | X | | X | | X | | |
| Kansas | | | X | X | | | | | X | | | | | |
| Kentucky | | X | | X | | | | | | | | X | | |
| Louisiana | | X | | X | | | | | X | | | | | |
| Maine | | X | | X | | | X | | X | | | X | | |
| Maryland | | X | | X | | | | | X | | X | X | | |
| Massachusetts | | X | | X | | X | X | X | X | X | X | X | | |
| Michigan | X | X | | | | X | | | | | | | | |
| Minnesota | | X | | X | | | X | | | | | X | | |
| Mississippi | | X | | X | | X | | | X | | | | | |
| Missouri | | X | | X | | | | | X | | | | | |
| Montana | | X | | X | | | | | | | | X | | |
| Nebraska | | X | | X | X | | | X | X | | X | | | |
| Nevada | | X | | X | | | X | | X | | | X | | |
| New Hampshire | | X | | X | | | X | | X | | X | X | | |
| New Jersey | | X | | X | | X | | X | X | | X | X | | |
| New Mexico | | X | | | X | | | | | | | | | |
| New York | | X | | X | | X | | | X | | | | | |
| North Carolina | | X | | X | | | | | X | | X | | | |
| North Dakota | | X | | | | X | | | X | | | | | |
| Ohio | | X | | X | | | | | X | X | X | X | | X |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | | X | | X | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | X | X | | X | | X | X | | |
| Rhode Island | | X | | X | | | X | | | | X | X | | |
| South Carolina | | X | | X | | | | | X | X | | X | | |
| South Dakota | | X | | | X | | | | X | | X | X | X | |
| Tennessee | | X | | | X | | | | | | | | X | |
| Texas | X | | | | | | | | | | | | | |
| Utah | | X | | | X | | X | | | X | | X | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | X | | X | | | X | | X | | X | X | | |
| Washington | | X | | | X | X | X | X | X | X | | | | |
| West Virginia | | X | | X | | | | | X | | | | | |
| Wisconsin | | | X | X | | | | | X | X | X | X | | |
| Wyoming | | X | | | | | X | | | | | | | |
| Total | 3 | 47 | 2 | 37 | 10 | 12 | 17 | 12 | 35 | 15 | 23 | 32 | 2 | 1 |

CHART A3-3
ADOPTION PROGRAMS
**ADOPTION SERVICES: INTERCOUNTRY ADOPTION SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | | X | | |
| Alaska | | | | | | | X | | | | | | | |
| Arizona | | | | | | | X | | | | | X | | |
| Arkansas | | X | | X | | | | | | | | X | | |
| California | | | | | | | | | | | | | | |
| Colorado | | X | | | | | X | | | | | | | |
| Connecticut | | | X | | | | X | | | | | | | |
| Delaware | | X | | | X | X | | | | | | X | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | X | | | | | X | | | | | | | |
| Georgia | | X | | | | | X | | | | | | | |
| Hawaii | | X | | | X | | | | | | X | X | | |
| Idaho | | | X | X | | | X | | | | | X | | |
| Illinois | | X | | X | | X | | | X | | X | X | | |
| Indiana | | X | | X | | | X | | | X | X | X | | |
| Iowa | | X | | X | | | | | | | | X | | |
| Kansas | X | | | | | | | | | | | | | |
| Kentucky | | X | | | | | | | | | | X | | |
| Louisiana | | | X | X | | | X | | | | | X | | |
| Maine | | X | | | | | X | | | | | X | | |
| Maryland | X | | | | | | | | | | | | | |
| Massachusetts | | X | | | | | X | | | | X | | | |
| Michigan | X | X | | | | X | | | | | | | | |
| Minnesota | | X | | X | | | X | | | | | X | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | X | | | | | | | | | | | | X |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | | | | X | | | | | | | | | |
| Nevada | | X | | X | | | | | | | | | | X |
| New Hampshire | X | | | | | | | | | | | | | |
| New Jersey | | | X | | | | X | | | | | | | X |
| New Mexico | | X | | | | | X | | X | | | | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | X | | X | | | | | | | X | X | | |
| North Dakota | | X | | | | X | | | X | | | | | |
| Ohio | | | X | | | | X | | | | | | | |
| Oklahoma | X | | | | | | | | | | | | | |
| Oregon | | | | | | | X | | | | | | | |
| Pennsylvania | | X | | X | | X | | | X | | X | X | | |
| Rhode Island | | | | | | | | | | | | | | |
| South Carolina | | | X | | | | X | | | | | | X | |
| South Dakota | X | | | | | | | | | | | | | |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | | | X | | | | X | | | | | | | X |
| Utah | X | | | | | | | | | | | | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | X | | X | | | X | | X | | X | X | | |
| Washington | X | | | | | | X | | | | | X | | |
| West Virginia | X | | | | | | | | | | | | | |
| Wisconsin | X | | | | | | | | | | | | | |
| Wyoming | | X | | | | | X | | | | | | | |
| Total | 14 | 24 | 7 | 12 | 4 | 5 | 22 | 0 | 5 | 1 | 7 | 17 | 1 | 5 |

CHART A3-4
ADOPTION PROGRAMS
**PROSPECTIVE ADOPTIVE FAMILY RECRUITMENT SERVICES: SPECIAL NEEDS CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | X | X | | |
| Alaska | | | X | X | | | | | | | | | | X |
| Arizona | | X | | X | | X | | X | X | | | | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | | X | X | X | X | | | | | | | | | |
| Colorado | | X | | X | | X | | | | | | | | |
| Connecticut | | X | | X | | X | | X | X | | X | X | | |
| Delaware | | X | | X | | X | | | | | | | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | X | X | | | | | | | | |
| Georgia | | X | | X | | | | | | | | X | | |
| Hawaii | | X | | | X | | | | X | X | X | X | | |
| Idaho | | X | | X | | | X | | X | X | X | X | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | X | | X | | | X | | X | X | | X | | |
| Iowa | | X | | X | | X | | | | | | X | | |
| Kansas | | X | | X | | X | | | | | | X | | |
| Kentucky | | X | | X | | X | | | | | | | | X |
| Louisiana | | X | | X | | | | | | | | | | |
| Maine | | X | | X | | | X | | X | | | | | |
| Maryland | | X | | X | | X | | | | | | X | | |
| Massachusetts | | X | | X | | X | X | | | | | | | |
| Michigan | | X | | X | | X | | | | | | | | |
| Minnesota | | X | | X | | X | X | | | | | X | | |
| Mississippi | | X | | X | | X | | | | | | X | | X |
| Missouri | | X | | X | | X | | | | | | X | | |
| Montana | | X | | X | | | | | | | | X | | |
| Nebraska | | X | X | X | | | | | X | | | | | |
| Nevada | | X | | X | | | X | | | | | X | | |
| New Hampshire | | X | | X | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | | | X |
| New Mexico | | X | | | X | | | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | X | | X | | X | | | X | | | | | |
| North Dakota | | X | | | | X | | | X | | | | | |
| Ohio | | X | | X | | X | | | X | X | X | X | | X |
| Oklahoma | | X | | X | | X | | | | | | | | |
| Oregon | | X | | | X | X | | | | | | X | | |
| Pennsylvania | | X | | X | | X | | | | | | X | | |
| Rhode Island | | X | | X | | | | | | | | | | |
| South Carolina | | X | | X | | | | | | | | X | | |
| South Dakota | | X | | | X | | | | | | | X | | X |
| Tennessee | | X | | | X | | | | | | | | | X |
| Texas | | X | | X | | X | X | | X | | | | | |
| Utah | | X | | | X | | X | | X | | | | | |
| Vermont | | X | | X | | | | | | | | X | | |
| Virginia | | X | | X | | X | X | | X | | X | X | | |
| Washington | | X | | X | X | X | X | | | | | | | |
| West Virginia | | X | | X | | | | | | | | | | X |
| Wisconsin | | X | X | X | X | X | | | | | | | | X |
| Wyoming | | X | | | X | | X | | | | | | | |
| Total | 0 | 50 | 4 | 41 | 12 | 28 | 11 | 2 | 14 | 4 | 6 | 22 | 0 | 11 |

CHART A3-5
ADOPTION PROGRAMS
**PROSPECTIVE ADOPTIVE FAMILY RECRUITMENT SERVICES: NON-SPECIAL NEEDS CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | X | X | | |
| Alaska | | | | | | | X | | | | | | | |
| Arizona | | | X | X | | | X | | | | X | | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | | X | X | X | X | | | | | | | | | |
| Colorado | | X | | X | | X | | | | | | | | |
| Connecticut | | X | | X | | | | X | X | | X | X | | |
| Delaware | | X | | | | X | | | | | | | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | | | X | | | | | | | |
| Georgia | | X | | X | | | | | | | | X | | |
| Hawaii | | X | | | X | | | | X | X | X | X | | |
| Idaho | X | | | | | | | | X | X | X | X | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | X | | X | | | X | | X | X | | X | | |
| Iowa | | X | | X | | | | | | | | X | | |
| Kansas | X | | | | | | | | | | | | | |
| Kentucky | X | | | | | | | | | | | | | X |
| Louisiana | | X | | X | | | | | | | | | | |
| Maine | | X | | X | | | X | | X | | | | | |
| Maryland | X | | | | | | | | | | | | | |
| Massachusetts | | X | | X | | X | X | | | | | | | |
| Michigan | | X | | | | X | | | | | | | | |
| Minnesota | | X | | | | | X | | | | | | | |
| Mississippi | | X | | X | | | | | | | | X | | X |
| Missouri | | X | | X | | | | | | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | X | X | X | | | | | X | | | | | |
| Nevada | | X | | X | | | X | | | | | X | | |
| New Hampshire | X | | | | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | | | X |
| New Mexico | | X | | | X | | | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | X | | X | | | | | X | | | | | |
| North Dakota | | | X | | | | X | | X | | | | | |
| Ohio | | X | | X | | | | | X | X | X | X | | X |
| Oklahoma | | X | | X | | | | | | | | | | |
| Oregon | | X | | | X | X | X | | | | | | | |
| Pennsylvania | | X | | X | | X | | | | | | X | | |
| Rhode Island | X | | | | | | | | | | | | | |
| South Carolina | | X | | X | | | | | | | | | | X |
| South Dakota | | X | | | X | | | | | | | X | | X |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | X | | | | | | | | | | | | | |
| Utah | | X | | | X | | | | X | | | | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | | X | X | | | X | | X | | X | X | | |
| Washington | X | | | | | | X | | | | | | | |
| West Virginia | | X | | X | | | | | | | | | | X |
| Wisconsin | | | X | X | | | | | | | | | | X |
| Wyoming | | | X | | | | X | | | | | | | |
| Total | 11 | 34 | 7 | 27 | 7 | 10 | 13 | 1 | 12 | 4 | 7 | 15 | 0 | 10 |

CHART A3-6
ADOPTION PROGRAMS
**POST-LEGAL ADOPTION SERVICES: SPECIAL NEEDS CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | X | | | X | | |
| Alaska | | | X | | | | X | | | | | | | |
| Arizona | | X | | X | | | | | X | | | X | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | X | | | | | | | | | | | | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | X | | X | | X | | X | X | | X | X | | |
| Delaware | | X | | | | X | | | | | | | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | X | X | | | | | | | | |
| Georgia | | | X | | | | X | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | | | | | X | X | X | X | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | | X | X | | | X | | | | | X | | |
| Iowa | | X | | X | | X | | | | | X | X | | X |
| Kansas | X | | | | | | | | | | | | | |
| Kentucky | | X | | X | | | | X | X | X | X | X | | |
| Louisiana | | X | | X | | | | | | | | | | |
| Maine | | X | | X | | | X | | X | | | X | | |
| Maryland | | | X | X | | | | | | | | X | | |
| Massachusetts | | X | | X | | X | X | X | | | X | X | | |
| Michigan | | X | | X | | | | | | | | X | | |
| Minnesota | | X | | X | | X | X | | | | | X | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | X | | X | | X | | | | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | | X | X | | | | | X | | | | | |
| Nevada | | X | | X | | | | | | | | X | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | | | X |
| New Mexico | | X | | | X | | | | | | | | | |
| New York | | X | | X | | X | | | X | | | | | |
| North Carolina | | | X | X | X | | | | | | | X | | |
| North Dakota | | X | | X | | X | | | X | | | | | |
| Ohio | | | X | X | | X | | | | | | | | |
| Oklahoma | | X | | X | | X | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | X | X | | X | | | | | | X | | |
| Rhode Island | | X | | X | | | | | | | | X | | |
| South Carolina | | X | | X | | | | | | | | X | | |
| South Dakota | | | X | | X | X | | | | | | X | | X |
| Tennessee | | | X | | | X | | | | | | X | | |
| Texas | | X | | | X | X | X | | X | | | | | X |
| Utah | | | X | | X | | | | | | | X | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | X | | X | | X | X | | | | | X | X | |
| Washington | | X | | X | X | X | X | | X | X | X | X | | |
| West Virginia | X | | | | | | | | | | | | | |
| Wisconsin | | X | X | X | X | X | | | | | | X | X | |
| Wyoming | | | X | | X | | X | | | | | X | | |
| Total | 7 | 28 | 15 | 31 | 10 | 22 | 10 | 4 | 13 | 4 | 7 | 27 | 2 | 5 |

CHART A3-7

ADOPTION PROGRAMS

**POST-LEGAL ADOPTION SERVICES: DOMESTIC AND INTERCOUNTRY NON-SPECIAL NEEDS CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | X | | | | | | | | | | | | | |
| Alaska | | | | | | | X | | | | | | | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | X | | X | | | | | X | | | | | |
| California | | | | | | | | | | | | | | |
| Colorado | | | X | X | | | | X | X | X | X | X | | |
| Connecticut | | X | | X | | X | | X | X | | X | X | | |
| Delaware | | X | | | X | X | | | | | | X | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | | X | | | | X | | | | | | | |
| Georgia | | | X | X | | | X | | | | | X | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | | | | | | | X | | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | | X | X | | | X | | | | | X | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | X | | | | | | | | | | | | | |
| Kentucky | | X | | X | | | | X | X | X | X | X | | |
| Louisiana | X | | | | | | | | | | | | | |
| Maine | | X | | X | | | X | | X | | | X | | |
| Maryland | | | X | X | | | | | | | | X | | |
| Massachusetts | | X | | X | | X | | X | | | X | X | | |
| Michigan | X | | | | | | | | | | | | | |
| Minnesota | | X | | X | | | X | | | | | X | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | X | | X | | | | | | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | X | X | X | | | | | X | | X | | | |
| Nevada | | X | | X | | | | | | | | X | | |
| New Hampshire | X | | | | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | X | | X |
| New Mexico | | X | | | | | X | | | | | | | |
| New York | | X | | X | | X | | | | | | | | X |
| North Carolina | | | X | X | X | | | | | | | X | | |
| North Dakota | | | X | | | | X | | | | | | | |
| Ohio | | | X | X | | X | | | | | | | | |
| Oklahoma | X | | | | | | | | | | | | | |
| Oregon | | | | | | | X | | | | | | | |
| Pennsylvania | | | X | X | | X | | | | | | X | | |
| Rhode Island | X | | | | | | | | | | | | | |
| South Carolina | | X | | X | | | | | | | | X | | |
| South Dakota | | | X | | X | X | | | | | | X | | |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | X | | | | | | | | | | | | | |
| Utah | | | X | | X | | | | | | | X | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | X | | X | | | X | | | | | X | X | |
| Washington | X | | | | | | X | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | X | X | | | | | | | | X | X | |
| Wyoming | | | X | | | | X | | | | | X | | |
| Total | 16 | 17 | 15 | 23 | 5 | 10 | 13 | 4 | 6 | 2 | 6 | 22 | 2 | 3 |

CHART A3-8
ADOPTION PROGRAMS
**OTHER SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | - | | | | | | | | | | | | | |
| Alaska | | X | | X | | | | | X | X | | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | | | | | | | | | | | | | |
| California | | | | | | | | | | | | | | |
| Colorado | | | | | | | | | | | | | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | | | | | | | | | | | | | |
| Georgia | | | | | | | | | | | | | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | | | | | | | | | | | | |
| Kansas | | X | | X | | | | | | | | | | X |
| Kentucky | | | | | | | | | | | | | | |
| Louisiana | | | | | | | | | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | X | | X | | | | | | | | X | | X |
| Massachusetts | | X | | X | | | | | | | X | X | | |
| Michigan | | X | | X | | | | | | | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | X | | X | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | X | | X | | | | | X | | | | | X |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | X | | X | | X | | | | | | | | X |
| New Mexico | | | | | | | | | | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | | | | | | | | | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | | | | | | | | | | | | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | | | | | | | | | | | | | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | | | | | | | | | | | | |
| Utah | | | | | | | | | | | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | X | X | | | X | | | | | X | X | |
| Wyoming | | | | | | | | | | | | | | |
| Total | 0 | 8 | 1 | 9 | 0 | 1 | 1 | 0 | 2 | 1 | 1 | 3 | 1 | 4 |

CHART A4-1
COURT-RELATED PROGRAM SERVICES
**COURT STUDIES: DIVORCE--VISITATION/CUSTODY**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | X | | | |
| Alaska | | | X | X | | | X | | | | X | | | |
| Arizona | | | X | X | | | X | | | | X | | | |
| Arkansas | | X | | X | | X | X | | | | X | | | X |
| California | X | | | | | | | | | | | | | |
| Colorado | | X | | X | | | | | | | X | | | |
| Connecticut | | X | | X | | | X | X | | | X | X | | |
| Delaware | | X | | X | | | | | | | X | | | |
| District of Columbia | X | | | | | | | | | | | | | |
| Florida | | X | | X | | | X | | | | | | | |
| Georgia | | X | X | X | | | | | | | X | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | X | | X | X | | | X | | | | X | | | |
| Illinois | | X | | X | | X | | | | | X | | | |
| Indiana | | X | | X | | | | | | | X | | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | | X | | X | | | | | | | X | | | |
| Kentucky | | X | | X | | | | | | | X | | | |
| Louisiana | | X | | X | | | X | | | | X | | | |
| Maine | | X | | X | | | X | | | | X | | | |
| Maryland | | X | | X | | | | | | | | | | |
| Massachusetts | | X | | X | | X | | | | | X | | | |
| Michigan | X | | | | | | | | | | | | | |
| Minnesota | | | X | X | | | | | | | X | | | |
| Mississippi | | X | | X | | | | X | | | X | | | |
| Missouri | | X | | X | | | | | | | X | | | |
| Montana | | X | | X | | | X | | | | X | | X | |
| Nebraska | | X | | X | | | X | X | | | X | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | | | X | X | | | X | | | | | | | |
| New Jersey | | X | | | X | | | | | | X | | | |
| New Mexico | X | | | | | | | | | | | | | |
| New York | | X | | | | X | X | | | | X | | | |
| North Carolina | | | X | X | | | | | | | X | | | |
| North Dakota | | | | | X | | X | | | | X | | | |
| Ohio | | | X | X | | | | | | | | | | |
| Oklahoma | | X | | X | | | | | | | X | | | |
| Oregon | X | | | | | | | | | | | | | |
| Pennsylvania | | X | | X | | X | | X | | | | X | | |
| Rhode Island | | X | | | | | X | | | | | | | |
| South Carolina | | X | | X | | | | | | | X | | | |
| South Dakota | | | X | | X | | X | | | | X | | | |
| Tennessee | | X | | | X | | | | | | X | | | |
| Texas | | X | | | | | X | | | | X | | | |
| Utah | | X | | | X | | | | | | X | | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | | X | | | X | | | | | | X | | | |
| Washington | X | | | | | | | | | | | | | |
| West Virginia | | X | | X | | | | | | | X | | | |
| Wisconsin | | X | | X | X | | X | | | | X | | | |
| Wyoming | | X | | | X | | X | | | | X | | | |
| Total | 11 | 32 | 9 | 31 | 8 | 5 | 18 | 4 | 0 | 0 | 35 | 2 | 1 | 1 |

CHART A4-2
COURT-RELATED PROGRAM SERVICES
**COURT STUDIES: INDEPENDENT ADOPTION**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | | | X | | | |
| Alaska | | | X | X | | | X | | | | X | | | |
| Arizona | | | X | X | | | X | | | | X | X | | |
| Arkansas | | X | | X | | X | X | | | | X | | | X |
| California | | | X | X | X | | | | | | X | | | |
| Colorado | | | X | X | | | X | | | | X | | | |
| Connecticut | X | | | | | | | | | | | | | |
| Delaware | X | | | | | | | | | | | | | |
| District of Columbia | | | X | | X | | | | | | | | | |
| Florida | | X | | | X | | | | | | | | | |
| Georgia | | X | | X | | | | | | | X | | | |
| Hawaii | | X | | | X | | | | | | X | | | |
| Idaho | X | | X | X | | | X | | | | X | | | |
| Illinois | | X | | X | | | X | | | | X | | | |
| Indiana | | X | | X | | | X | | | | X | | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | | | X | X | | | | | | | X | | | |
| Kentucky | | X | | X | | | | X | | | X | | | |
| Louisiana | | X | | X | | | | | | | X | | | |
| Maine | | X | | X | | | X | | | | X | | | |
| Maryland | | X | X | X | | | | | | | X | | | |
| Massachusetts | | X | | X | | X | | | | | | | | X |
| Michigan | X | | | | | | | | | | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | X | | X | | | | | | | X | | | |
| Missouri | | X | | X | | | | | | | X | | | |
| Montana | | X | | X | | | | | | | X | | | |
| Nebraska | | X | | X | | | X | | | | X | | | |
| Nevada | | X | | X | | | | | | | | X | | X |
| New Hampshire | | X | | | | | X | | | | | | | |
| New Jersey | | X | | X | | | X | | | | X | | | |
| New Mexico | X | | | | | | | | | | | | | |
| New York | | X | | X | X | X | X | | | | X | | | |
| North Carolina | | X | | X | | | | | | | X | | | |
| North Dakota | | X | | X | | | X | | | | | X | | |
| Ohio | | | X | X | | | | | | | | | | |
| Oklahoma | | X | | X | | | | | | | X | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | X | | X | | X | | | | | | X | | |
| Rhode Island | | X | | X | | | | X | | | | | | |
| South Carolina | | X | | | | | X | | | | | | X | |
| South Dakota | | | | | X | | X | | | | X | | | |
| Tennessee | | X | | | X | | | | | | | | X | |
| Texas | | X | | | | | X | | | | X | | | |
| Utah | | X | | | X | | | | | | X | | | |
| Vermont | | X | | X | | X | | | | | X | | | |
| Virginia | | X | | | X | | | | | | X | X | | |
| Washington | X | | | | | | | | | | | | | |
| West Virginia | | X | | X | | | | | | | X | | | |
| Wisconsin | | X | X | X | X | | | | | | X | | | |
| Wyoming | X | | | | | | | | | | | | | |
| Total | 8 | 33 | 10 | 32 | 10 | 5 | 16 | 2 | 0 | 0 | 31 | 5 | 2 | 3 |

CHART A4-3
COURT-RELATED PROGRAM SERVICES
**COURT STUDIES: DEPENDENCY/ABUSE/NEGLECT**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | X | X | X | X | | | |
| Alaska | | X | | X | | | | | X | X | X | | | |
| Arizona | | X | | X | | | | X | | | | | | |
| Arkansas | | X | | X | | | | X | | | | | | |
| California | | X | | X | | | | X | X | X | X | | | |
| Colorado | | X | | X | | | | X | X | X | X | | | |
| Connecticut | | X | | X | | | | X | X | X | X | X | | |
| Delaware | | X | | X | | | | | | | X | | | |
| District of Columbia | | | X | | X | | | | | | | | | |
| Florida | | X | | X | | | | X | | | | | | |
| Georgia | | X | | X | | | | X | | | X | | | |
| Hawaii | | X | | | X | | | | | | X | | | |
| Idaho | | X | | X | | | | X | X | X | X | X | | |
| Illinois | | X | | X | | | | | | | X | | | |
| Indiana | | X | | X | | | | X | X | X | | | | |
| Iowa | | X | | X | | | | X | | | X | | | |
| Kansas | | X | | X | | | | X | | | | | | |
| Kentucky | | X | | X | | | | X | X | | | | | |
| Louisiana | | X | | X | | | X | | | | X | | | |
| Maine | | X | | X | | | | | | | X | | | |
| Maryland | | X | | X | | | | X | | | | | | |
| Massachusetts | | | | | | | X | | | | X | | | |
| Michigan | | X | | X | | | | X | | | | X | | |
| Minnesota | | X | | X | | | | X | | | | | | |
| Mississippi | | X | | X | | | | X | | | X | X | | |
| Missouri | | X | | X | | | | | X | | X | | | |
| Montana | | X | | X | | | | X | X | X | X | X | | |
| Nebraska | | X | | X | | | | X | | | | | | |
| Nevada | | X | | X | | | X | X | | | | | | X |
| New Hampshire | | X | | X | | | | X | | | | | | |
| New Jersey | | X | | X | | X | | X | X | X | X | | | |
| New Mexico | | X | | | X | | | X | | | | | | |
| New York | | X | | | X | X | | | | | X | | | |
| North Carolina | | X | | X | | | | X | | | | | | |
| North Dakota | | X | | X | | X | X | | | | X | X | | |
| Ohio | | X | | X | | | | | | | X | | | |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | | X | X | X | X | X | | |
| Pennsylvania | | X | | X | | | | X | | X | | X | | |
| Rhode Island | | X | | X | | | X | | | | X | | | |
| South Carolina | | X | | X | | | | | | | X | | | |
| South Dakota | | X | | | X | | | X | X | X | X | | | |
| Tennessee | | X | | | X | | | | | | X | | | |
| Texas | | X | | X | | | | X | X | | | | | |
| Utah | | X | | | X | | | X | | | | | | |
| Vermont | | X | | X | | | | X | | | | | | |
| Virginia | | X | | | X | | | X | | | X | | | |
| Washington | | X | | X | X | | | X | X | X | X | | | |
| West Virginia | | X | | X | | | | | | | X | | | |
| Wisconsin | | X | | X | | | X | | | | X | | | |
| Wyoming | | X | | | X | | | X | | | | | | |
| Total | 0 | 49 | 1 | 41 | 11 | 3 | 6 | 34 | 16 | 14 | 30 | 9 | 0 | 1 |

CHART A4-4
COURT-RELATED PROGRAM SERVICES
**OTHER SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | X | | | | X | | | | | X | | | X |
| California | | | | | | | | | | | | | | |
| Colorado | | | | | | | | | | | | | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | | | | | | | | | | | | | |
| Georgia | | | | | | | | | | | | | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | | | | | | | | | | | | |
| Kansas | | | | | | | | | | | | | | |
| Kentucky | | X | | X | | | | | | | | | | X |
| Louisiana | | | | | | | | | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | | | | | | | | | | | | | |
| Massachusetts | | | | | | | | | | | | | | |
| Michigan | | | | | | | | | | | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | | | | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | X | | | X | | | | X | | X | X | | |
| New Mexico | | | | | | | | | | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | X | | X | | | | | X | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | | | | | | | | | | | | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | | | | | | | | | | | | | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | | | | | | | | | | | | |
| Utah | | | | | | | | | | | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | | X | | | X | X | X | X | X | X | | |
| Wyoming | | | | | | | | | | | | | | |
| Total | 0 | 4 | 0 | 4 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 2 | 0 | 2 |

CHART A5-1
TREATMENT PROGRAMS
**TREATMENT SERVICE: ALCOHOL ABUSE BY CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | | X | | | X | X | X | X | X | | X | | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | | X | | X | X | | | | | | | | |
| California | | | X | X | | X | | | | | | | | X |
| Colorado | | | X | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | X | | X | | | | | | | | |
| Delaware | | X | | | X | X | | | | | X | X | | X |
| District of Columbia | | X | | | X | | | X | X | | X | X | | |
| Florida | | X | | | | X | | X | X | X | X | X | X | X |
| Georgia | | | | | | | X | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | X | X | X | | X | X | X | X | | |
| Illinois | | X | | | | X | X | X | X | | X | X | | |
| Indiana | | X | | X | | | X | | X | X | X | X | | |
| Iowa | | | X | | | X | X | X | X | X | X | X | | |
| Kansas | | X | | | X | X | | | X | X | X | X | | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | | X | | X | | | | | | | X | | |
| Maine | | X | | | | X | | X | X | | | X | | |
| Maryland | | | | | | | | | | | | | | |
| Massachusetts | | X | | | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | X | X | X | |
| Minnesota | | X | | | | | | | | | X | X | | |
| Mississippi | | X | X | X | X | | X | X | X | | X | X | | |
| Missouri | | X | | | | | X | | X | | | X | | |
| Montana | | X | | | | | X | | | | X | X | | |
| Nebraska | | X | | X | | X | | | X | X | | | | |
| Nevada | | | X | | X | X | | | X | | | X | | |
| New Hampshire | | X | | | X | X | | X | X | | X | X | | |
| New Jersey | | X | | | | X | | X | X | X | X | X | X | |
| New Mexico | | | X | | | | X | X | X | | | X | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | | X | | X | | | | | | | X | | |
| North Dakota | | | X | | X | | | | | | X | X | X | |
| Ohio | | | X | | | | X | | | | | | | |
| Oklahoma | | X | | | | X | | | X | X | X | | | |
| Oregon | | | X | | | X | | | X | | | | | |
| Pennsylvania | | X | | | | X | X | | | | | X | | |
| Rhode Island | | X | | | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | X | | | | | | | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | | | X | | | X | X | | | | | | | |
| Texas | | | X | | | | X | | | | | | | X |
| Utah | | | X | | | X | X | | | X | | | | |
| Vermont | | | X | | X | X | X | | | | | | | |
| Virginia | | | X | | X | | | | | | | X | | |
| Washington | | | X | | | X | | | | | X | X | X | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | | X | | | X | X | X | X | X | X | X | | X |
| Wyoming | | X | | | X | X | | X | X | X | X | X | | |
| Total | 2 | 25 | 21 | 7 | 17 | 28 | 24 | 16 | 24 | 16 | 22 | 32 | 5 | 6 |

CHART A5-2
TREATMENT PROGRAMS
**TREATMENT SERVICE: ALCOHOL ABUSE BY PARENTS**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | | X | | | X | X | X | X | X | | | | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | | X | | X | X | | | | | | | | |
| California | | X | | | | | | | | | | | | X |
| Colorado | | X | | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | | | X | X | X | X | X | X | X | | |
| Delaware | | X | | | X | X | | | | | X | X | | X |
| District of Columbia | | X | | | X | | | X | X | | X | X | | |
| Florida | | | X | | | X | | X | | | X | X | X | |
| Georgia | | | | | | | X | | | | | | | |
| Hawaii | | | X | | | | X | | | | X | X | | |
| Idaho | | | X | X | X | X | X | | X | X | X | X | | |
| Illinois | | X | | | | X | X | X | | | X | | | |
| Indiana | | X | | X | | | X | X | X | X | X | X | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | | X | | | | X | | | X | X | X | X | | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | X | | | X | | | | | | | X | | |
| Maine | | X | | | | X | | X | X | | | X | | |
| Maryland | | | X | | X | | | X | | X | X | X | | |
| Massachusetts | | X | | | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | X | X | X | |
| Minnesota | | X | | | | | | X | | | X | X | | |
| Mississippi | | X | X | X | X | | X | X | X | | X | X | | |
| Missouri | | X | | | | | X | | X | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | X | | X | | X | | | X | X | | | | |
| Nevada | | | X | | X | | | | | | | X | | |
| New Hampshire | X | | | | X | X | | | | | | X | | |
| New Jersey | | X | | | | | X | | | | X | | X | |
| New Mexico | | | X | | | | X | | | | X | X | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | | X | | X | | | | | | | X | | |
| North Dakota | | | X | | X | X | | | | | X | X | X | |
| Ohio | | | X | | | | X | | | | | | | |
| Oklahoma | | X | | | | X | | | | | | X | X | |
| Oregon | | | X | | | X | | | X | | | X | | |
| Pennsylvania | | X | | | | X | X | | | | | | | |
| Rhode Island | | X | | | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | X | | | | | | | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | | | X | | | | X | | | | | | | X |
| Utah | | | X | | | | X | | | X | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | X | | X | | | | | | | X | | |
| Washington | | | X | | | X | | | | | X | X | X | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | | X | | | X | X | X | | | X | X | | |
| Wyoming | | X | | | X | X | | X | X | X | X | X | | – |
| Total | 5 | 25 | 18 | 5 | 16 | 22 | 23 | 16 | 16 | 13 | 22 | 31 | 6 | 4 |

CHART A5-3
TREATMENT PROGRAMS
**TREATMENT SERVICE: CHILD SEXUAL ABUSE**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | X | X | X | X | X | | | |
| Alaska | | | X | X | X | X | X | X | X | X | | | | |
| Arizona | | | X | X | | X | X | X | X | X | X | X | | |
| Arkansas | | | X | X | | X | | X | X | X | X | X | | |
| California | | | X | | | | | | | | | | | X |
| Colorado | | | X | X | | | | | | | | | | |
| Connecticut | | X | | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | X | | X | | X | | | X | | | |
| District of Columbia | | X | | | X | | | X | X | | | X | | |
| Florida | | | X | | | X | X | X | X | X | | X | X | X |
| Georgia | | | X | | | | | | | | | | | |
| Hawaii | | X | | | | X | | X | | | | | | |
| Idaho | | X | | X | | X | X | X | X | X | X | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | | | X | | X | X | X | X | X | | |
| Iowa | | X | | X | | X | | X | X | X | X | X | | |
| Kansas | | X | | | | X | | X | | | X | | | |
| Kentucky | | X | | X | | X | | X | X | X | X | X | X | |
| Louisiana | | | X | | | X | | X | | | | | | |
| Maine | | X | | X | | X | X | X | X | X | X | | | |
| Maryland | | | X | X | | X | | X | | | | | | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | X | X | | |
| Minnesota | | | X | X | | X | | X | | | X | X | | |
| Mississippi | | X | X | | X | X | X | X | X | | X | X | | |
| Missouri | | X | | X | | X | | X | X | | X | X | | |
| Montana | | X | | | | | X | | | | | | | |
| Nebraska | | X | | X | | X | | | X | X | | | | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | X | | | | X | X | | | X | | | |
| New Jersey | | | X | | | | X | X | X | X | X | | | |
| New Mexico | | | X | | | X | | X | X | | | X | | |
| New York | | | X | | | X | | X | | | X | X | | |
| North Carolina | | | X | X | X | X | | X | | X | | | | |
| North Dakota | | | X | | X | | | X | | | X | X | | |
| Ohio | | X | | X | | X | | | | | | | | X |
| Oklahoma | | X | | X | | X | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | | X | | | | | | |
| Pennsylvania | | X | | X | | X | | X | X | X | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | X | | | X | | | X | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | | | X | | | X | | X | | | | | | |
| Texas | | | X | X | | X | | X | | | | | | |
| Utah | | X | | | | X | | X | X | X | X | X | | |
| Vermont | | X | | | | X | | | | | | | | |
| Virginia | | X | | X | | X | | X | | | | | | |
| Washington | | X | | | | X | X | X | X | X | X | X | X | X |
| West Virginia | | | X | | | X | | | X | X | X | | | |
| Wisconsin | | X | | X | | | | X | | | X | X | X | |
| Wyoming | | X | | | X | X | | X | X | X | X | X | | |
| Total | 0 | 30 | 20 | 28 | 9 | 38 | 13 | 41 | 27 | 23 | 30 | 26 | 4 | 4 |

CHART A5-4
TREATMENT PROGRAMS
**TREATMENT SERVICE: COUNSELING**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | | | | | | | |
| Alaska | | X | | X | | | | | X | X | | | | |
| Arizona | | X | | X | | X | X | | X | X | X | X | | |
| Arkansas | | | X | | X | X | | | X | X | X | X | | |
| California | | X | | | | | | | | | | | | X |
| Colorado | | X | | X | | | | X | X | | X | | | |
| Connecticut | | X | | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | X | X | X | | X | | | | | | X |
| District of Columbia | | X | | | X | | | X | X | | X | X | | |
| Florida | | X | | | | X | | X | X | X | | X | X | X |
| Georgia | X | | | | | | | | | | | | | |
| Hawaii | | X | | | | X | | X | | | | | | |
| Idaho | | X | | X | | | | X | X | X | X | X | | |
| Illinois | | X | | X | | X | | X | X | | X | X | | |
| Indiana | | X | | X | | | | X | X | X | X | X | | |
| Iowa | | X | | X | | X | | X | X | X | X | X | | |
| Kansas | | X | | X | | X | | | X | | | | | |
| Kentucky | | X | | X | | X | | X | X | X | X | X | X | X |
| Louisiana | | X | | X | | | | X | X | | | | | |
| Maine | | X | | X | | X | | X | X | X | X | | | |
| Maryland | | X | | | X | | | X | | | X | | | X |
| Massachusetts | | X | | | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | X | | X | | X | X | X | X | X | | |
| Minnesota | | X | | X | | X | | X | | | X | X | | |
| Mississippi | | X | | X | X | | | X | X | | | X | | |
| Missouri | | X | | X | | X | | X | X | | X | X | | |
| Montana | | X | | X | | | | X | X | X | X | X | | |
| Nebraska | | X | | X | | | | X | X | X | X | X | | |
| Nevada | | X | | X | | | | X | X | X | | X | | |
| New Hampshire | | X | | X | | | | X | X | X | X | | | |
| New Jersey | | X | | X | | X | | X | X | | X | X | | |
| New Mexico | | X | | | X | | | | | | | | | |
| New York | | X | | X | | X | | X | | | X | X | | X |
| North Carolina | | X | | X | X | X | | | X | | | X | | |
| North Dakota | | X | | X | X | | | X | | | X | X | | |
| Ohio | | X | | X | | X | | | | | | | | X |
| Oklahoma | | X | | X | | | | X | X | X | X | X | | |
| Oregon | | X | | X | X | | | | X | | | X | | |
| Pennsylvania | | X | | X | | X | | X | X | | X | X | | |
| Rhode Island | | X | | X | | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | X | | | X | X | X | X | X | X | |
| South Dakota | | X | | | X | | | | X | X | | | | |
| Tennessee | | | X | | | X | | | X | | | | | |
| Texas | | | X | X | | X | | X | | X | | | | |
| Utah | | X | | | X | | | | X | X | X | X | | |
| Vermont | | | X | | | X | | | | | | | | |
| Virginia | | X | | X | X | X | | | X | X | X | X | X | |
| Washington | | X | | X | X | X | | X | | | X | | | X |
| West Virginia | | X | | X | | | | | X | X | | | | |
| Wisconsin | | | X | X | | | | | | | X | X | | |
| Wyoming | | X | | | X | | | X | X | X | X | X | | |
| Total | 1 | 45 | 5 | 37 | 16 | 27 | 2 | 33 | 36 | 25 | 31 | 31 | 4 | 8 |

CHART A5-5
TREATMENT PROGRAMS
**TREATMENT SERVICE: DRUG ABUSE BY CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | | X | | X | X | X | | | | | | | X |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | | X | | X | X | | | | | | | | |
| California | | | | | | | X | | | | | | | |
| Colorado | | | X | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | X | | X | | X | X | X | X | X | | |
| Delaware | | X | | | X | X | | | | | X | X | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | | X | | | X | X | X | X | X | | X | X | X |
| Georgia | | | | | | | X | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | | | X | X | | X | X | | X | X | X | X | | |
| Illinois | | X | | | | X | X | X | X | | X | X | | |
| Indiana | | X | | | | X | X | X | X | X | X | X | | |
| Iowa | | | X | | | X | X | X | X | X | X | X | X | |
| Kansas | | X | | | X | X | | | X | X | X | X | | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | | X | | X | | | | | | | X | | |
| Maine | | X | | | | X | | X | X | X | | | | |
| Maryland | | | | | | | | | | | | | | |
| Massachusetts | | X | | | X | | | X | X | X | X | X | | |
| Michigan | | X | | X | X | | | X | X | X | X | X | X | |
| Minnesota | | X | | | | X | X | | | | X | X | | |
| Mississippi | | | X | | X | | X | | X | X | X | X | X | |
| Missouri | | X | | | | | X | | X | | | X | | |
| Montana | | X | | | | | X | | | | X | X | | |
| Nebraska | | X | | X | | X | | | X | | | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | | X | | | X | X | | X | X | | X | | | |
| New Jersey | | X | | | | X | | X | X | X | X | X | X | |
| New Mexico | | | X | | | | X | X | X | | X | X | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | | X | | X | | | | | | | | | X |
| North Dakota | | | X | | X | | | | | | X | X | X | |
| Ohio | | | X | X | | X | | | | | | | | X |
| Oklahoma | | X | | | | X | | | X | X | X | | | |
| Oregon | | | X | | | X | | | X | | | | | |
| Pennsylvania | | X | | | | X | X | | | | X | X | X | |
| Rhode Island | | X | | | | X | | X | X | X | X | X | | |
| South Carolina | | X | | | X | | | | | | X | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | | | X | | | X | X | | X | | | | | |
| Texas | | | X | | | | X | | | | | | | X |
| Utah | | | X | | X | | | X | X | | | | | |
| Vermont | | | X | | X | | | | | | | X | | |
| Virginia | | | X | | X | | | | | | | | | |
| Washington | | | X | | | X | | | | | X | X | X | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | | X | | | X | X | X | X | X | X | X | | |
| Wyoming | | X | | | X | X | | X | X | X | X | X | | |
| Total | 3 | 23 | 20 | 5 | 18 | 25 | 23 | 16 | 24 | 16 | 24 | 27 | 8 | 7 |

CHART A5-6
TREATMENT PROGRAMS
**TREATMENT SERVICE: DRUG ABUSE BY PARENTS**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | | X | | X | X | X | | X | X | X | X | X | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | | X | | X | X | | | | | | | | |
| California | | | X | X | | | | | | | | | | |
| Colorado | | X | | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | | | X | X | X | X | X | X | X | | |
| Delaware | | X | | | X | X | | | | | X | X | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | | X | | | X | X | X | X | X | X | X | X | |
| Georgia | | | | | | | X | | | | | | | |
| Hawaii | | | X | | | | X | | | | X | X | | |
| Idaho | | | X | | | | X | | X | X | X | X | | |
| Illinois | | X | | | | X | X | X | | | | X | | |
| Indiana | | X | | | | X | X | X | X | X | X | X | | |
| Iowa | | | | | | | | | | | | | | |
| Kansas | | X | | | | X | | | X | X | X | X | | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | X | | | X | | | | | | | X | | |
| Maine | | X | | | | X | | X | X | X | X | | | |
| Maryland | | X | | | X | X | | | X | X | X | X | | |
| Massachusetts | | X | | | X | | | X | X | X | X | X | | |
| Michigan | | X | | | | X | | X | X | X | X | X | X | |
| Minnesota | | X | | | | X | X | | | | X | X | | |
| Mississippi | | | X | | X | | X | | | | X | X | X | |
| Missouri | | X | | | | | X | | X | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | X | | X | | X | | | X | | | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | | X | | | X | X | | | | | | X | | |
| New Jersey | | X | | | | | X | | | | X | | X | |
| New Mexico | | | X | | | | X | | | | X | X | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | | X | | X | | | | | | | | | X |
| North Dakota | | | X | | X | | | | | | X | X | X | |
| Ohio | | | X | | | | X | | | | | | | |
| Oklahoma | | X | | | | X | | | | | | X | X | |
| Oregon | | | X | | | X | | | X | | | X | | |
| Pennsylvania | | X | | | | X | X | | | | | X | X | |
| Rhode Island | | X | | | | X | | | | | | | | |
| South Carolina | | X | | | X | | | | | | X | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | | | X | | | | X | | | | | | | X |
| Utah | | | X | | X | | | | | | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | X | | X | | | | | | | X | | |
| Washington | | | X | | | X | | | | | X | X | X | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | | X | | | X | X | X | | | X | X | | |
| Wyoming | | X | | | | | X | | | | X | X | X | |
| Total | 4 | 25 | 17 | 2 | 15 | 21 | 24 | 9 | 14 | 11 | 22 | 29 | 10 | 4 |

CHART A5-7
TREATMENT PROGRAMS
**TREATMENT SERVICE: PHYSICAL HEALTH**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | X | |
| Alaska | | X | | | X | | | | | | | | | X |
| Arizona | | X | | X | | | | X | X | X | X | X | | |
| Arkansas | | X | | | X | X | X | | | | | | | |
| California | | | | | | | X | | | | | | | |
| Colorado | | | X | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | | X | | | X | X | X | X | X | | |
| Delaware | | X | | | X | | | | | | | | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | | | | | | | | | | | | | |
| Georgia | | X | | | X | | | | X | X | X | X | | X |
| Hawaii | | X | | | X | | | X | | | | | | |
| Idaho | | X | | X | | | | | X | X | | | | |
| Illinois | | X | | X | | X | X | X | X | | X | X | | |
| Indiana | | X | | | | X | X | X | X | X | X | X | | |
| Iowa | | X | | X | | | X | | | | | X | X | |
| Kansas | | X | | | X | | | X | X | X | X | | X | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | X | | | X | | | | | | | X | | |
| Maine | | X | | | | X | X | X | X | X | X | X | | |
| Maryland | | X | | | X | X | | | X | X | X | | X | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | | | | | | | | | | | |
| Minnesota | | X | | X | | | | | | | | | | X |
| Mississippi | | | X | | X | | X | | | | | X | | |
| Missouri | | X | | | X | X | | | X | | | | X | |
| Montana | | X | | | | | X | | | | X | X | | |
| Nebraska | | X | | X | | X | | | X | X | | | X | |
| Nevada | | X | | | X | X | | X | X | | | | | |
| New Hampshire | | X | | | X | | | X | X | | | | X | |
| New Jersey | | X | | X | | X | | X | X | X | X | X | X | |
| New Mexico | | X | | | | | | X | X | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | X | | | | | X | | X | X | | | | |
| North Dakota | | X | | X | | | | | | | | | X | |
| Ohio | | X | | X | | X | | | X | X | X | X | | |
| Oklahoma | | X | | | | X | | X | X | X | X | X | | |
| Oregon | | X | | | | X | X | | | | | | | |
| Pennsylvania | | X | | | X | X | X | | | | | X | | |
| Rhode Island | | X | | X | X | X | | | | | | | | |
| South Carolina | | X | | | X | | | | | | | X | | |
| South Dakota | | | | | | X | X | | | | | | | |
| Tennessee | | X | | | | | X | | | | | | | |
| Texas | | X | | | X | | X | | | | | | | X |
| Utah | | | X | | | | X | | | | | | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | X | | | X | X | X | | X | | | X | X | |
| West Virginia | | X | | X | | | | | X | X | X | | X | |
| Wisconsin | | X | | | | | X | | X | X | X | | | |
| Wyoming | | X | | | | X | | | X | | | | X | |
| Total | 0 | 42 | 3 | 12 | 21 | 18 | 20 | 14 | 24 | 17 | 16 | 19 | 12 | 5 |

CHART A5-8
TREATMENT PROGRAMS
**TREATMENT SERVICE: MENTAL HEALTH**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | X | | X | X | X | X | X | | |
| Alaska | | X | | | X | X | X | | | | | | | |
| Arizona | | X | | X | | | | X | X | X | X | X | | |
| Arkansas | | X | | | X | X | | | | | | | | |
| California | | | | | | | X | | | | | | | |
| Colorado | | X | | | | | X | X | X | X | X | X | | |
| Connecticut | | X | | X | X | X | | X | X | X | X | X | | |
| Delaware | | X | | | X | X | | | | | X | X | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | X | | | | X | | X | X | X | | X | X | X |
| Georgia | | X | | | X | X | X | X | X | X | X | X | | X |
| Hawaii | | X | | | | | X | | | | X | X | | |
| Idaho | | X | | X | | | | X | X | X | X | X | | |
| Illinois | | X | | | | X | X | X | X | | X | X | | |
| Indiana | | X | | | | X | X | X | X | X | X | X | | |
| Iowa | | X | | X | X | X | X | X | | X | X | X | | |
| Kansas | | X | | | X | X | | X | X | X | X | | X | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | X | | | X | | | | | | | X | | |
| Maine | | X | | | | X | X | X | X | X | X | X | | |
| Maryland | | X | | | X | | | X | X | X | X | | | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | | X | X | | X | X | X | X | X | X | |
| Minnesota | | X | | X | | X | | X | | | X | X | | |
| Mississippi | | | X | | X | X | | | X | | X | | | |
| Missouri | | X | | | | X | X | X | X | X | X | X | | |
| Montana | | X | | | | | X | | X | X | X | X | | |
| Nebraska | | X | | X | | X | | | X | X | | | X | |
| Nevada | | X | | | X | X | | X | X | | | | | |
| New Hampshire | | X | | | X | | | X | X | | X | | | |
| New Jersey | | X | | | X | X | | X | X | X | X | X | X | |
| New Mexico | | X | | | | | X | X | X | | | | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | X | | X | X | X | | X | X | X | X | X | | X |
| North Dakota | | X | | | X | | | X | | | | X | X | |
| Ohio | | X | | X | | X | X | | X | X | X | X | | |
| Oklahoma | | X | | | X | X | | X | X | X | X | X | | |
| Oregon | | X | | | | X | X | | X | | | | | |
| Pennsylvania | | | X | | X | X | | | | | X | X | | |
| Rhode Island | | X | | X | X | X | | X | X | X | X | X | X | |
| South Carolina | | X | | | X | | | | | | X | X | X | |
| South Dakota | | | | | | | X | | | | | | | |
| Tennessee | | X | | | | X | X | X | X | | X | X | | |
| Texas | | X | | | | X | X | | | | | | | X |
| Utah | | X | | X | X | X | | X | X | X | X | X | | |
| Vermont | | X | | | | X | X | | | | | | | |
| Virginia | | | X | | X | | | | | | | X | | |
| Washington | | X | | X | | X | X | | X | | | X | X | |
| West Virginia | | X | | X | | | | | X | X | X | | X | |
| Wisconsin | | X | | | | | X | X | X | X | X | X | X | |
| Wyoming | | X | | | | X | | X | X | X | X | X | X | |
| Total | 0 | 44 | 3 | 13 | 25 | 32 | 22 | 29 | 33 | 26 | 33 | 34 | 12 | 5 |

## CHART A5-9
## TREATMENT PROGRAMS
## OTHER SERVICES

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | | X | X | X | X | | X | X | X | X | X | X | |
| California | | | | | | | | | | | | | | |
| Colorado | | | | | | | | | | | | | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | | | | | | | | | | | | | |
| Georgia | | | | | | | | | | | | | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | | | | | | | | | | | | |
| Kansas | | | | | | | | | | | | | | |
| Kentucky | | | | | | | | | | | | | | |
| Louisiana | | | X | | | X | | X | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | | | | | | | | | | | | | |
| Massachusetts | | X | | | | X | | X | X | X | X | X | | |
| Michigan | | | | | | | | | | | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | | | | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | | | | | | | | | | | | | |
| New Mexico | | | | | | | | | | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | | | | | | | | | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | | | | | | | | | | | | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | X | | | | X | | | | | | X | | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | | | | | | | | | | | | |
| Utah | | | | | | | | | | | | | | |
| Vermont | | | X | | | X | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | | | | | | | | | | | | |
| Wyoming | | | | | | | | | | | | | | |
| Total | 0 | 2 | 3 | 1 | 1 | 5 | 0 | 3 | 2 | 2 | 2 | 3 | 1 | 0 |

CHART A6-1
JUVENILE AND SINGLE-PARENT PROGRAMS
**SERVICES TO PREGNANT ADOLESCENTS**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | X | | X | X | X | X | | | |
| Alaska | | | X | | X | | | | | | | | | |
| Arizona | | X | | X | | X | | X | X | X | X | | | |
| Arkansas | | X | | X | | X | X | | | | | X | X | X |
| California | | | | | | | | | | | | | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | X | | | X | | X | | | | | | | |
| Delaware | | X | | | X | | | | | | | X | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | X | | | | X | X | X | X | X | X | X | | X |
| Georgia | | X | | | | X | X | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | X | | | | | | | | | | | | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | | X | X | | X | X | | | | | X | | |
| Iowa | | | X | | | X | | | | | | X | | X |
| Kansas | | X | | X | X | X | | | | | | | X | |
| Kentucky | | X | | | X | | | | | | | X | | |
| Louisiana | | | X | | X | | X | | | | | X | | |
| Maine | | X | | | X | X | | | X | | | X | X | |
| Maryland | | | X | | X | | | | | | | X | | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | | X | | | X | | | | | | X | | |
| Minnesota | | X | | X | | | X | | | | X | X | | |
| Mississippi | | | X | X | X | X | X | X | | | | X | | |
| Missouri | | X | | X | | | X | X | X | | | X | X | |
| Montana | | X | | X | X | X | | X | X | X | X | X | | |
| Nebraska | | X | | X | | | | X | X | | | | X | |
| Nevada | | | X | X | | | | | X | | | | | |
| New Hampshire | | X | | | X | X | | | | | | X | | |
| New Jersey | | X | | X | | X | | X | X | X | X | X | | |
| New Mexico | | | X | | | X | | | | | | X | | |
| New York | | X | X | X | X | X | | | | | | X | X | |
| North Carolina | | X | | X | | | | | X | X | | X | | |
| North Dakota | | X | | | X | X | X | | | | | X | X | |
| Ohio | | X | | X | | X | | | | | | | X | |
| Oklahoma | | X | | X | | X | | X | X | X | X | X | | |
| Oregon | | X | | | X | X | | | | | | X | | |
| Pennsylvania | | X | | X | | X | | | | | | X | | |
| Rhode Island | | X | | | X | X | | X | X | X | X | X | | |
| South Carolina | | X | | X | | | | | | | | X | | |
| South Dakota | | X | | | X | X | X | | | | | X | | |
| Tennessee | | | X | | X | | | | | | | | | |
| Texas | | X | | | X | | | | | | | X | | |
| Utah | | | X | | X | X | | X | | | | X | | |
| Vermont | | X | X | | X | X | | X | X | | | | | |
| Virginia | | | X | X | X | | | | X | X | | X | | X |
| Washington | | | X | | | X | | | | | | X | | |
| West Virginia | | X | | | X | | | | | | X | X | X | |
| Wisconsin | | | X | | | X | | | | | | | | X |
| Wyoming | X | | | | | | | | | | | | | |
| Total | 3 | 32 | 17 | 22 | 24 | 31 | 12 | 14 | 16 | 11 | 11 | 34 | 9 | 6 |

CHART A6-2
JUVENILE AND SINGLE-PARENT PROGRAMS
**SERVICES TO ADOLESCENT PARENTS AND THEIR CHILDREN**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | X | X | X | X | X | | |
| Alaska | | | X | X | X | | | | | | | | | |
| Arizona | | X* | | X | | X | | X | X | X | X | | | |
| Arkansas | | X | | X | | X | X | | | | | X | X | X |
| California | | | | | | | | | | | | | | |
| Colorado | | | X | X | | X | | X | X | X | X | X | | |
| Connecticut | | X | | | | X | | | | | | | | |
| Delaware | | X | | | X | | | | | | | X | | X |
| District of Columbia | | X | | | X | X | | | | | | | | |
| Florida | | | X | | | X | X | X | X | X | X | X | | X |
| Georgia | | X | X | X | X | | X | | | | | | | |
| Hawaii | X | | | | | | | | | | | | | |
| Idaho | X | | | | | | | | | | | | | |
| Illinois | | X | | X | | X | | | | | | X | | |
| Indiana | | | X | | | X | X | | | | | X | | |
| Iowa | | | X | | | X | | | | | | X | | X |
| Kansas | | X | | X | | X | | X | | | | | | |
| Kentucky | | | X | X | X | X | | X | X | | | X | | |
| Louisiana | | | X | | X | | X | | | | | X | | |
| Maine | | X | | | | X | | | | | | X | | |
| Maryland | | | X | | X | | | | | | | X | | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | | X | | | X | | | | | | X | | |
| Minnesota | | X | | X | | | X | | | | X | X | | X |
| Mississippi | | | X | X | X | | | X | | X | X | | | |
| Missouri | | X | | X | | X | | X | X | | | X | | |
| Montana | | X | | X | X | X | | X | X | X | X | X | | |
| Nebraska | | | X | | | X | | X | X | | | | X | |
| Nevada | | | X | X | | | | | X | | | | | |
| New Hampshire | | X | | | X | X | | | | | | X | | |
| New Jersey | | X | | X | | X | | X | X | X | X | X | | |
| New Mexico | | | X | | | X | | | | | | X | | |
| New York | | X | X | X | | X | | | | | | X | X | |
| North Carolina | | X | | X | | | | X | | X | | X | | |
| North Dakota | | | X | | X | | | | | | X | | | X |
| Ohio | | X | | X | | | | | | | | | X | |
| Oklahoma | | X | | X | | X | | X | X | X | X | X | | |
| Oregon | | X | | | X | X | | | | | | X | | |
| Pennsylvania | | | X | X | | X | X | | | | | X | | |
| Rhode Island | | X | | | | X | | | X | | X | X | | |
| South Carolina | X | | | | | | | | | | | | | |
| South Dakota | | X | | | X | | | | | | | | | |
| Tennessee | | | X | | X | | | | | | | X | | |
| Texas | | | X | | X | | | | | | | X | | |
| Utah | | | X | | X | X | | X | | | | X | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | X | X | X | | | | X | X | | X | | X |
| Washington | | | X | | | X | | | | | | X | | |
| West Virginia | | X | | | X | | | | | | X | X | X | |
| Wisconsin | | | X | | | X | X | | | | | | | X |
| Wyoming | | X | | | X | | | X | X | X | X | X | X | |
| Total | 3 | 25 | 23 | 22 | 20 | 28 | 9 | 16 | 15 | 12 | 14 | 33 | 6 | 8 |

CHART A6-3
JUVENILE AND SINGLE-PARENT PROGRAMS
**STATUS OFFENDER SERVICES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | X | X | X | X | X | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | X | | X | | X | | | | | X | X | | |
| California | | | | | | | | | | | | | | |
| Colorado | | X | | X | | X | | | X | X | X | X | | |
| Connecticut | | X | | | | | X | | | | | | | |
| Delaware | | X | | X | X | | | | X | X | X | | | X |
| District of Columbia | | | | | | | X | | | | | | | |
| Florida | | X | | | | X | | | | | | X | X | |
| Georgia | | X | | X | | | X | | | | | | | |
| Hawaii | | | X | | | | X | | | | X | X | | |
| Idaho | | X | | X | | X | | | | | X | | | |
| Illinois | | X | | | | X | X | | | | | X | | |
| Indiana | | X | | | | | X | | | | X | | | |
| Iowa | | X | | | | | X | | | | | | | X |
| Kansas | | X | | X | | X | | | X | X | X | | | |
| Kentucky | | X | | X | | | X | | X | | | X | | X |
| Louisiana | X | | | | | | | | | | | | | |
| Maine | | X | | | X | X | X | | | | X | X | | |
| Maryland | | X | | | X | | | | | | X | | | |
| Massachusetts | | X | | X | X | X | X | X | X | X | X | X | | |
| Michigan | | X | | | | X | | X | X | X | X | X | | |
| Minnesota | | X | | X | | | X | | | | X | | | X |
| Mississippi | | | X | X | X | | | | | | X | | | |
| Missouri | | X | | X | X | X | X | X | X | | X | X | | |
| Montana | | X | | X | X | X | | X | X | X | X | | | |
| Nebraska | | X | X | | | | | | X | | X | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | | X | | X | | X | | | | X | X | | | |
| New Jersey | | X | | | X | | | | | | X | | | |
| New Mexico | | X | | | | | X | X | | | X | X | | |
| New York | | | | | | | X | | | | | | | |
| North Carolina | | X | | | | | X | | | | | | | X |
| North Dakota | | X | | | | | X | | X | X | X | | | |
| Ohio | | X | | X | | X | X | | | | X | | | |
| Oklahoma | | X | | | X | | | | X | X | X | X | | |
| Oregon | | X | | | | | | | X | X | X | | | |
| Pennsylvania | | X | | X | | | X | | | | | | | |
| Rhode Island | | X | | X | | X | | | | | | | | |
| South Carolina | | X | | | X | | | | | | X | | | |
| South Dakota | X | | | | | | | | | | | | | |
| Tennessee | | | X | | X | | | | | | X | | | |
| Texas | | X | | | | | X | | | | | | | X |
| Utah | | X | | | X | X | | | X | | | X | | X |
| Vermont | | | X | | | X | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | X | | X | | X | | | | | | | | |
| West Virginia | | X | | X | | | | | | | X | | | |
| Wisconsin | | X | | | X | X | | | X | X | X | | | |
| Wyoming | | X | | | X | X | | | X | X | X | | | |
| Total | 4 | 38 | 5 | 18 | 14 | 19 | 21 | 6 | 16 | 13 | 29 | 14 | 1 | 17 |

## CHART A6-4
## JUVENILE AND SINGLE-PARENT PROGRAMS
## OTHER SERVICES

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | | | | | | | | | | | | | |
| Alaska | | | | | | | | | | | | | | |
| Arizona | | | | | | | | | | | | | | |
| Arkansas | | X | | X | | X | | | X | X | X | X | | |
| California | | | | | | | | | | | | | | |
| Colorado | | X | | X | | X | | | X | X | X | X | | |
| Connecticut | | | | | | | | | | | | | | |
| Delaware | | | | | | | | | | | | | | |
| District of Columbia | | | | | | | | | | | | | | |
| Florida | | X | | | | X | | X | X | X | X | X | | |
| Georgia | X | | | | | | | | | | | | | |
| Hawaii | | | | | | | | | | | | | | |
| Idaho | | | | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | | | |
| Iowa | | | X | | | X | X | X | | | | X | X | X |
| Kansas | | | | | | | | | | | | | | |
| Kentucky | | | | | | | | | | | | | | |
| Louisiana | | | | | | | | | | | | | | |
| Maine | | | | | | | | | | | | | | |
| Maryland | | | X | | | X | | | | | | X | | |
| Massachusetts | | | | | | | | | | | | | | |
| Michigan | | | | | | | | | | | | | | |
| Minnesota | | | | | | | | | | | | | | |
| Mississippi | | | | | | | | | | | | | | |
| Missouri | | | | | | | | | | | | | | |
| Montana | | | | | | | | | | | | | | |
| Nebraska | | | | | | | | | | | | | | |
| Nevada | | | | | | | | | | | | | | |
| New Hampshire | | | | | | | | | | | | | | |
| New Jersey | | | | | | | | | | | | | | |
| New Mexico | | | | | | | | | | | | | | |
| New York | | | | | | | | | | | | | | |
| North Carolina | | | | | | | | | | | | | | |
| North Dakota | | | | | | | | | | | | | | |
| Ohio | | | | | | | | | | | | | | |
| Oklahoma | | | | | | | | | | | | | | |
| Oregon | | | | | | | | | | | | | | |
| Pennsylvania | | | | | | | | | | | | | | |
| Rhode Island | | X | | X | | X | | | | | X | | | |
| South Carolina | | | | | | | | | | | | | | |
| South Dakota | | | | | | | | | | | | | | |
| Tennessee | | | | | | | | | | | | | | |
| Texas | | | | | | | | | | | | | | |
| Utah | | | X | | | X | | | | | | X | | |
| Vermont | | | | | | | | | | | | | | |
| Virginia | | | | | | | | | | | | | | |
| Washington | | | | | | | | | | | | | | |
| West Virginia | | | | | | | | | | | | | | |
| Wisconsin | | | | | | | | | | | | | | |
| Wyoming | | | | | | | | | | | | | | |
| Total | 1 | 4 | 3 | 3 | 0 | 7 | 1 | 2 | 3 | 3 | 4 | 6 | 1 | 1 |

CHART A7-1
INTERSTATE PROGRAM SERVICES
**INTERSTATE COMPAC. ON ADOPTION AND MEDICAL ASSISTANCE**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | X | | | | | | | | | | | | | |
| Alaska | X | | | | | | | | | | | | | |
| Arizona | X | | | | | | | | | | | | | |
| Arkansas | | X | | X | | | | | | | | | | X |
| California | X | | | | | | | | | | | | | |
| Colorado | | X | | X | | | | | | | | | | |
| Connecticut | X | | | | | | | | | | | | | |
| Delaware | | X | | X | X | X | | | | | | X | | X |
| District of Columbia | X | | | | | | | | | | | | | |
| Florida | X | | | | | | | | | | | | | |
| Georgia | | X | | X | | | | | | | | X | | |
| Hawaii | | X | | | | | | X | | | X | X | | |
| Idaho | X | | | | | | | | | | | | | |
| Illinois | X | | | | | | | | | | | | | |
| Indiana | X | | | | | | | | | | | | | |
| Iowa | X | | | | | | | | | | | | | |
| Kansas | | X | | X | | | | | X | | | | | |
| Kentucky | | X | | X | | | | | | | | | | X |
| Louisiana | | X | | X | X | | | | | | | | | X |
| Maine | | X | | X | | | X | | X | | | X | | |
| Maryland | X | | | | | | | | | | | | | |
| Massachusetts | | X | | X | | X | | | | | | | | X |
| Michigan | X | | | | | | | | | | | | | |
| Minnesota | | X | | | X | | | | | | | X | | |
| Mississippi | | X | | X | | | | X | X | | X | X | | |
| Missouri | | X | | X | | | | | | | | X | | |
| Montana | X | | | | | | | | | | | | | |
| Nebraska | | X | | X | X | | | | X | X | | X | | |
| Nevada | | X | | X | | | | | | | | | | X |
| New Hampshire | | X | | X | | | | | | | | X | | |
| New Jersey | X | | | | | | | | | | | | | |
| New Mexico | | X | | | X | | | | | | | | | X |
| New York | X | | | | | | | | | | | | | |
| North Carolina | X | | | | | | | | | | | | | |
| North Dakota | X | | | | | | | | | | | | | |
| Ohio | X | | | | | | | | | | | | | |
| Oklahoma | | X | | X | | | | | X | X | | | | |
| Oregon | X | | | | | | | | | | | | | |
| Pennsylvania | X | | | | | | | | | | | | | |
| Rhode Island | | X | | X | X | | | | | | | | | X |
| South Carolina | X | | | | | | | | | | | | | |
| South Dakota | X | | | | | | | | | | | | | |
| Tennessee | X | | | | | | | | | | | | | |
| Texas | X | | | | | | | | | | | | | |
| Utah | | X | | X | | | | | | X | | X | | |
| Vermont | X | | | | | | | | | | | | | |
| Virginia | X | | | | | | | | | | | | | |
| Washington | X | | | | | | | | | | | | | |
| West Virginia | | X | | | | | | | | | | | | |
| Wisconsin | | X | | | X | | | | | | | | | X |
| Wyoming | X | | | | | | | | | | | | | |
| Total | 29 | 22 | 0 | 17 | 7 | 2 | 1 | 2 | 5 | 3 | 2 | 10 | 0 | 9 |

CHART A7-2
INTERSTATE PROGRAM SERVICES
**INTERSTATE COMPACT ON JUVENILES**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | X | | X | | | | | | | | | | |
| Arizona | | X | | | | | X | | | | | | | |
| Arkansas | | X | | X | | | | | | | X | | | X |
| California | | X | | X | | | | | X | X | X | X | | |
| Colorado | | X | | | | | X | | | | | | | |
| Connecticut | | X | | X | | | | X | X | X | X | X | | |
| Delaware | | X | | | X | | | | | | | | | X |
| District of Columbia | | X | | | X | | | | | | | | | |
| Florida | | X | | X | | | | | X | X | X | | | |
| Georgia | | X | | | | | X | | | | | | | |
| Hawaii | | X | | | | | X | | | | X | | | |
| Idaho | | X | | X | | | | | X | X | X | | | |
| Illinois | | X | | | | | X | | | | | | | X |
| Indiana | | X | | | | | X | | X | X | | X | | |
| Iowa | | X | | | X | | X | | X | X | X | X | | |
| Kansas | | X | | X | | | | | X | X | X | | | |
| Kentucky | | X | | X | | | | X | X | | X | X | | |
| Louisiana | | X | | | X | | | | | | | | | |
| Maine | | X | | | | | X | | | | X | X | | |
| Maryland | | X | | | | | X | | | | | | | |
| Massachusetts | | X | | | X | | | | | | | | | |
| Michigan | | X | | X | | X | | | X | X | | | | |
| Minnesota | | X | | X | | | X | | | | | | | |
| Mississippi | | X | | X | | | | X | X | | X | X | | |
| Missouri | | X | | | X | | X | | X | | | X | | |
| Montana | | X | | X | | | | | | | X | X | | |
| Nebraska | | X | | | | | X | | | | | | | |
| Nevada | | X | | | X | | | | | | X | | | |
| New Hampshire | | X | | X | | | | | | | | X | | |
| New Jersey | | X | | | | | X | | | | X | | | |
| New Mexico | | X | | | | | X | | | | X | X | | X |
| New York | | X | | | | | X | | | | | | | |
| North Carolina | | X | | X | | | | | | | | | | X |
| North Dakota | | X | | | | | X | | X | X | X | | | |
| Ohio | | X | | | | X | X | | | | | | | |
| Oklahoma | | X | | | X | | | | X | X | X | X | | |
| Oregon | | X | | | X | | | | X | X | X | | | |
| Pennsylvania | | X | | X | X | | X | | X | | | | | |
| Rhode Island | | X | | X | | | | | | | | | | X |
| South Carolina | | X | | | X | | | | | | | | | X |
| South Dakota | | X | | | | | | | | | | | | |
| Tennessee | | X | | | | | X | | | | | | | X |
| Texas | | X | | | | | X | | | | | | | |
| Utah | | X | | | | | X | | | | X | | | |
| Vermont | | X | | X | | | | | | | | | | X |
| Virginia | | X | | | | | X | | | | | | | |
| Washington | | X | | | | | | | | | X | | | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | X | | | X | | | | | | | | | X |
| Wyoming | | X | | | | | X | | | | | | | |
| Total | 0 | 51 | 0 | 17 | 12 | 2 | 25 | 3 | 15 | 11 | 20 | 12 | 0 | 11 |

CHART A7-3
INTERSTATE PROGRAM SERVICES
**INTERSTATE COMPACT ON MENTAL HEALTH**

| States | Not Avail. | State-wide | Some Local. | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | | | | X | | | | | | | |
| Alaska | | X | | | | | | | | | | | | |
| Arizona | X | | | | | | X | | | | | | | |
| Arkansas | | X | | | X | | | | | | X | | | |
| California | X | | | X | | | | X | X | X | X | | | |
| Colorado | | X | | | | | X | | | | | | | |
| Connecticut | | X | | X | | | | X | X | X | X | X | | |
| Delaware | | X | | | X | | | | | | | | | X |
| District of Columbia | | X | | | | | | | | | | | | |
| Florida | | X | | | X | | | | | | | X | | |
| Georgia | | X | | | | | X | | | | | | | |
| Hawaii | | X | | | | | X | | | | X | X | | |
| Idaho | | X | | X | | | | | | | X | | | |
| Illinois | | X | | | | | X | | | | | | | X |
| Indiana | | X | | | | | X | | X | X | | X | | |
| Iowa | | X | | | X | | | | | | X | | | |
| Kansas | | X | | X | | | | | | | | X | | |
| Kentucky | | X | | | X | | | | | | | | | |
| Louisiana | | X | | | X | | | | | | | | | |
| Maine | | X | | | | | X | | | | X | X | | |
| Maryland | | X | | | | | X | | | | | | | |
| Massachusetts | | X | | | X | | | | | | | | | |
| Michigan | | X | | | | | X | | X | X | | X | | |
| Minnesota | | X | | | X | | | | | | | X | | |
| Mississippi | X | | | | | | | | | | | | | |
| Missouri | | X | | | | | X | | | | | | | |
| Montana | | X | | | | | | | | | | | | |
| Nebraska | | X | | | | | X | | | | | | | |
| Nevada | X | | | | | | | | | | | | | |
| New Hampshire | | X | | | X | | | | | | | X | | |
| New Jersey | | X | | | X | | | | | | | | | |
| New Mexico | | X | | | | | X | | X | | X | X | | X |
| New York | | X | | | | | | | | | | | | |
| North Carolina | | X | | | X | | | | | | | | | X |
| North Dakota | | X | | | X | | | X | | | X | X | | |
| Ohio | | X | | | | X | X | | | | | | | |
| Oklahoma | | X | | | | | | | | | | | | |
| Oregon | | X | | | | | | | | | | | | |
| Pennsylvania | | X | | | | | | | | | | | | |
| Rhode Island | | X | | | | | | | | | | | | |
| South Carolina | | X | | | X | | | | | | | | | X |
| South Dakota | | X | | | | | | | | | | | | |
| Tennessee | | X | | | | | | | | | | | | |
| Texas | | X | | | | | X | | | | | | | |
| Utah | X | | | | X | | | | | | | X | | |
| Vermont | | X | | | X | | | | | | | | | |
| Virginia | X | | | | | | | | | | | | | |
| Washington | | X | | | | | | | | | | | | |
| West Virginia | | X | | | | | X | | | | | | | X |
| Wisconsin | | X | | | X | | | | | | | | | X |
| Wyoming | | X | | | | | | | | | | | | |
| Total | 6 | 45 | 0 | 4 | 16 | 1 | 16 | 3 | 5 | 4 | 9 | 12 | 0 | 7 |

CHART A7-4

INTERSTATE PROGRAM SERVICES

**INTERSTATE COMPACT ON THE PLACEMENT OF CHILDREN**

| States | Not Avail. | State-wide | Some Local | P.C. W.A. | Div. PHSD | Cont. Prov. | Other | Alleg. | Ward-ship | Invol. Svcs. | Court Order | Vol. Req. | Income Tested | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Alabama | | X | | X | | | | | X | X | X | X | | |
| Alaska | | X | | X | | | | | | | | | | X |
| Arizona | | X | | X | | | | X | X | X | X | X | | |
| Arkansas | | X | | X | | | | | X | X | X | | | X |
| California | | X | | X | | | | X | X | X | X | | | |
| Colorado | | X | | X | | | | X | X | X | X | | | |
| Connecticut | | X | | X | | | | | | | | | | |
| Delaware | | X | | X | X | | | | | | | | | X |
| District of Columbia | | X | | | | | | | | | | | | |
| Florida | | X | | X | | | | | X | X | X | | | |
| Georgia | | X | | X | | | | | | | | | | |
| Hawaii | | X | | | X | | | X | X | X | X | X | | |
| Idaho | | X | | X | | | | | X | X | X | | | |
| Illinois | | X | | X | | | | | | | | | | X |
| Indiana | | X | | X | | | | | X | X | X | X | | |
| Iowa | | X | | | X | X | X | X | X | X | X | X | | X |
| Kansas | | X | | X | X | | | | X | X | X | X | | X |
| Kentucky | | X | | X | | X | X | X | X | X | X | X | | |
| Louisiana | | X | | X | X | | | | X | X | X | X | | |
| Maine | | X | | X | | X | X | | X | X | X | X | | |
| Maryland | | X | | X | | | | X | X | X | X | X | | |
| Massachusetts | | X | | X | | X | | X | X | X | X | X | | |
| Michigan | | X | | | X | | | | X | X | | | | |
| Minnesota | | X | | X | | | | X | X | X | X | X | | |
| Mississippi | | X | | X | | | | X | X | | X | X | | |
| Missouri | | X | | X | | | | X | X | | | | | |
| Montana | | X | | X | | | | | X | | X | X | | |
| Nebraska | | X | | X | | | | X | X | X | X | | | |
| Nevada | | X | | X | | | | | X | | X | X | | |
| New Hampshire | | X | | X | | | | | | | | X | | |
| New Jersey | X | | | | | | | | | | | | | |
| New Mexico | | X | | | X | | | | X | | | | | |
| New York | | X | | X | | X | X | | | | | | | |
| North Carolina | | X | | X | | | | | | | | | | X |
| North Dakota | | X | | X | X | | | X | X | | X | | | |
| Ohio | | X | | X | | | | | X | X | X | X | | |
| Oklahoma | | X | | | X | | | | X | X | X | | | |
| Oregon | | X | | | | | | | X | X | X | | | |
| Pennsylvania | | X | | X | X | | | | X | | | | | |
| Rhode Island | | X | | X | | | | | X | X | X | X | | |
| South Carolina | | X | | X | | | | | | | | | | X |
| South Dakota | | X | | | X | | | | | | | | | |
| Tennessee | | X | | | X | | | | | X | X | X | | |
| Texas | | X | | X | | X | X | | X | X | X | | | |
| Utah | | X | | X | | | | | X | X | X | X | | |
| Vermont | | X | | X | | | | | | | | | | X |
| Virginia | | X | | X | | | | | X | | X | X | | |
| Washington | | X | | X | | | | | | X | X | X | | X |
| West Virginia | | X | | X | | | | | | | | | | X |
| Wisconsin | | X | | | X | | | | | | | | | X |
| Wyoming | | X | | | X | | | | | | | | | |
| Total | 1 | 50 | 0 | 39 | 14 | 6 | 5 | 13 | 33 | 27 | 31 | 22 | 0 | 12 |

# Appendix III

# Job Qualifications and Salary Levels for Direct Service Workers, Supervisors, and Managers

CHART C1
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| AL | Social Worker I | 4 yrs. of college | None | x | x | x | | day care | $14,979 - 22,251 |
| | Social Worker II | Bachelor's degree; BSW preferred | 2 yrs. | x | x | x | x | day care | $16,151 - 24,564 |
| | Social Worker III | MSW | None | x | x | x | x | day care | $18,283 - 27,716 |
| AK | Social Worker I | Bachelor's degree; BSW preferred | None | x | x | | | | $26,460 (base salary) |
| | Social Worker II | Bachelor's degree; BSW preferred | 1 yr. profess. soc. wk. exp. | x | x | | | | $28,236 (base salary) |
| | Social Worker III | Bachelor's degree; BSW preferred | 2 yrs. profess. soc. wk. exp. | x | x | x | x | | $32,424 (base salary) |
| AZ | Human Services Worker I | None | 1 yr. paid or vol. direct soc. serv. exp. | x | x | x | x | | $12,375 - 18,729 |
| | Human Services Worker II | 2 yrs. coll. w/min. 21 sem. hrs. in child devel., rehab., soc. serv., couns., psych., or related field | 1 yr. paid or vol. direct soc. serv. exp. | x | x | x | x | | $14,145 - 21,405 |
| | Human Services Specialist I | Coll. deg. w/major in child devel., soc. wk., rehab., couns., psych., or related field | Educ. req. OR 2 yrs. exp. as or equiv. to Human Serv. Worker II | x | x | x | x | x | $16,171 - 24,472 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| AZ (cont.) | Human Services Specialist II | MSW or MA in related field | Educ. req. OR 2 yrs. exp. equiv. to Human Serv. Specialist I | x | x | x | x | x | $19,038 - 28,816 |
| | Human Services Specialist III | MSW or MA in related field | Educ. req. OR 2 yrs. exp. equiv. to Human Services Specialist I plus 2 yrs. exp. equiv. to Human Serv. Specialist II | x | x | x | x | x | $22,237 - 33,654 |
| AR | Family Service Worker I | Bachelor's degree; BSW | None | x | x | x | | | $13,832 - 22,386 |
| | Adoption Specialist | Bachelor's degree; BSW | 2 yrs. | | | | x | | $15,704 |
| CA | (not reported) | | | | | | | | |
| CO | Social Caseworker I | Bach. deg. in human behav. sci. field | None | x | x | x | x | x | $17,280 - 23,148 |
| | Social Caseworker II | Bach. deg. in human behav. sci. field<br>OR<br>Master's deg. in human behav. sci. or BSW | 1 yr. soc. wk. exp. relevant to pos.<br><br>None | x | x | x | x | x | $20,004 - 26,784 |
| | Social Caseworker III | Bach. deg. in human behav. sci. field<br>OR<br>Master's deg. in human behav. sci. or BSW<br>OR<br>MSW | 2 yrs. soc. wk. exp. relevant to pos.<br><br>1 yr. soc. wk. exp. relevant to pos.<br><br>None | x | x | x | x | x | $22,044 - 29,532 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| CO (cont.) | Social Caseworker IV | Bach. deg. in human behav. sci.<br>OR<br>Master's deg. in human behav. sci. or BSW<br>OR<br>MSW | 3 yrs. soc. wk. exp. relevant to pos., incl. 1 yr. of senior level work<br>2 yrs. soc. wk. exp. relevant to pos., incl. 1 yr. of senior level work<br>1 yr. soc. wk. exp. at senior level work | x | x | x | x | x | $23,784 - 31,860 (some rural counties are allowed to pay up to 10% less) |
| CT | Social Worker Trainee | Bachelor's degree | None | x | | x | x | | $22,263 - 26,909 |
| | Social Worker | Bachelor's degree; BSW or MSW preferred | 0-6 yrs. depending on education | x | | x | x | | $27,796 - 33,903 |
| DE | Family Service Specialist | Bach. deg. in soc. wk., sociol., psych., child devel., family studies, couns., crim. just. | None | x | (included in CPS) | | | | $18,329 - 30,547 |
| | Senior Family Service Specialist | Same as above<br>OR<br>Master's deg. in disciplines listed above | 2 yrs.<br>1 yr. | x | | | | | $19,610 - 32,682 |
| | Master Family Service Specialist | Same as above | 2 yrs. as Senior Family Service Specialist | x | | | | | $20,984 - 34,973 |
| DC | Social Worker | MSW | None | x | x | x | x | x | (not reported) |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| DC (cont.) | Social Service Rep. (Incumbents) | High school degree | Experience | x | | | | | (not reported) |
| FL | Children, Youth & Families Counselor | Bachelor's degree | 1 yr. | x | x | x | x | x | $17,609 - 28,932 |
| | Senior Children, Youth & Families Counselor | Bachelor's degree | 2 yrs. | x | x | x | x | x | $18,629 - 30,719 |
| | District Intake Counselor | Bachelor's degree | 2 yrs. | | | | | x | $18,629 - 30,719 |
| | Senior District Intake Counselor | Bachelor's degree | 2 yrs. | | | | | x | $19,810 - 32,786 |
| | Protective Investigator | Bachelor's degree | 3 yrs. | x | | | | x | $19,810 - 32,786 |
| | Clinical Social Worker | Bach. deg. in soc. wk., couns., psych., or health education | 3 yrs. | | | | | x | $18,629 - 30,719 |
| GA | Caseworker | 2 yrs. college | 2 yrs. exp. in public contact work | x | x | x | | x | $15,348 - 20,124 |
| | Senior Caseworker | Completion of undergrad. major at 4 yr. coll. | 1 yr. in hum. serv. delivery | x | x | x | x | x | $17,148 - 22,716 |
| | Social Service Specialist I | Completion of undergrad. major at 4 yr. coll. | 1 yr. prof. exp. in prov. of soc. serv. case mgmt. & supp. counseling | x | x | x | x | x | (new classification—11/89) |
| | Social Service Specialist II | Completion of undergrad. major at 4 yr. coll. | 1 yr. prof. exp. equiv. to Soc. Serv. Specialist I | x | | | | | (new classification—11/89) |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| HI | Social Services Aid III | High school | 2 yrs. exp. - supportive serv. | x | | | | | $15,900 - 21,756 |
| | Social Services Assistant IV | High school | 1 yr. at Aid III level | x | | | | | $17,880 - 24,468 |
| | Social Worker I | B.A. | None | x | | | | | $18,372 - 24,360 |
| | Social Worker II | B.A. | 6 mos. | x | | | | | $20,280 - 27,912 |
| | Social Worker III | B.A., MSW preferred | 18 mos. | x | | | | | $26,868 - 31,944 |
| | Social Worker IV | B.A., MSW preferred | 1 yr. at SW III level | x | | | | | $30,900 - 36,696 |
| ID | Family Services Technician | (not reported) | (not reported) | x | x | x | | | $15,017.60 - 20,134.40 |
| | Clinical Records Manager/ Interviewer | (not reported) | (not reported) | x | x | x | | | $15,766.40 - 21,132.80 |
| | Social Worker | State licensure as a social worker | | x | x | x | x | x | $18,262.40 - 24,460.80 |
| | Social Worker, Senior | State licensure as a social worker and satisfactory completion of entry level internship | | x | x | x | x | x | $23,296 - 31,241.60 |
| | Social Worker, Principal | State licensure as a social worker and any combination of ed. & exp. that demonstrates competence | | x | x | x | x | x | $23,296 - 32,241.60 |
| | Social Work Specialist | State licensure as a certified social worker | | x | x | x | x | x | $23,296 - 31,241.60 |
| | Social Work Specialist, Senior | State licensure as a certified social worker and any combination of ed. & exp. that demonstrate competence | | x | x | x | x | x | $25,688 - 34,444.80 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ID (cont.) | Social Work Specialist, Principal | State licensure as a certified social worker and any combination of ed. & exp. that demonstrate competence | | x | x | x | x | x | $28,329.60 - 37,980.80 |
| | Psychologist, Staff | Education that demonstrates competence, usually a master's deg. in psych. or rel. field | Experience that demonstrates competence, usu. 2 yrs. post-grad. | x | x | x | x | | $25,688 - 34,444.80 |
| IL | Child Welfare Specialist I | Bach. deg.; BSW preferred | 1 yr. prof. soc. wel. exp.; BSW—none | | x | x | x | | $18,924 - 24,372 |
| | Child Welfare Specialist II | Bach. deg. accepted; MSW preferred | BA—2 yrs. prof. soc. wel. exp.; BSW—1 yr. prof. soc. wel. exp.; MSW—none | | x | x | x | | $20,736 - 26,962 |
| | Child Protective Associate Investigator | Bach. deg. | 1 yr. prof. exp. | x | | | | | $18,924 - 24,372 |
| | Child Protective Investigator | Bach. deg. | 2 yrs. prof. exp. | x | | | | | $20,736 - 26,962 |
| IN | Caseworker V | Bach. deg. | None | x | x | x | x | x | $15,756 - 23,760 |
| IA | Social Worker II | BSW, bach. deg., or any comb. of exp. & ed. subst. 1 yr. of exp. for ea. 30 sem. hrs. of ed.; grad. MSW ed. may be subst. for exp. on a 30 sem. hrs. to 1 yr. basis | BSW—none; BA—1 yr.; OR 1 yr. exp. subst. for 30 sem. hrs. of ed. req.; OR 30 sem. hrs. grad. soc. wk. ed. may be subst. for 1 yr. exp.; OR current employees w/ 1 yr. exp. as Soc. Wk. I | x | x | x | x | | (not reported) |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| IA (cont.) | Social Worker III | (not reported) | (not reported) | | | | | (not reported) | |
| KS | Social Worker I | BSW | None (Soc. Wk. Lic.) | x | x | x | x | x | $19,560 - 27,528 |
| | Social Worker II | MSW, BSW, or bach. deg. | MSW—none; BSW—2 yrs.; BA—2 yrs. + soc. wk. lic. (grandfathered) | x | x | x | x | x | $22,644 - 31,860 |
| | Social Worker III | MSW, BSW, or bach. deg. | MSW—1 yr.; BSW—3 yrs; BA—3 yrs. + soc. wk. lic. (grandfathered) | | | | | x (instit.) | $26,220 - 33,444 |
| KY | Family Services Worker | Bach. deg. in soc. wk., sociol., psych., or rel. field | None | x | x | x | x | x | $13,668 - 19,860 |
| | Family Services Worker, Principal | Master's deg. in soc. wk., sociol., psych., or rel. field<br>OR<br>Bach. deg. | None<br><br>2 yrs. prof. soc. wk. exp. | x | x | x | x | x | $16,608 - 24,144 |
| | Family Services Clinician | Master's deg. in soc. wk., psych., or rel. field<br>OR<br>Bach. deg. with: | 1 yr. prof. soc. wk. exp.<br><br>2 yrs. prof. soc. wk. exp. | x | x | x | x | x | $18,324 - 26,592 |
| | Family Services Worker, Chief | Master's deg. in soc. wk., sociol., psych., or rel. field<br>OR<br>Bach. deg. with: | 1 yr. prof. soc. wk. exp.<br><br>2 yrs. prof. soc. wk. exp. | x | x | x | x | x | $18,324 - 26,592 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| LA | Social Services Counselor/ Day Care | Bach. deg. | 1 yr. prof. soc. serv. exp. | | | | | x | $16,212 - 24,324 |
| | Social Services Counselor/ Foster Care Eligibility | No req.; bach. deg. pref. | 4 yrs. exp. at GS level 10 and coll. sem. hrs. to equal 1 yr. | | | x | | | $16,212 - 24,324 |
| | Social Services Counselor/ Adoption Petition | Bach. deg. | 1 yr. prof. soc. serv. exp. | | | | x | | $18,564 - 27,852 |
| | Social Services Specialist 1 | Bach. deg.; MSW pref. | 2 yrs. prof. soc. serv. exp. | x | x | x | x | | $19,860 - 29,796 |
| | Social Services Specialist 2 | Bach. deg.; MSW pref. | 3 yrs. prof. soc. serv. exp., incl. 1 yr. child welf. | x | x | x | x | | $21,252 - 31,884 |
| | Social Services Specialist 3/Homefinder | MSW or master's deg. in psychology | 1 yr. adv. child welfare exp. | | | x | | | $22,740 - 34,116 |
| | Social Services Specialist 3/Foster Care | MSW or master's deg. in psychology | 1 yr. adv. child welfare exp. | | | x | | | $22,740 - 34,116 |
| | Social Services Specialist 3/Family Services | MSW or master's deg. in psychology | 1 yr. adv. child welfare exp. | | x | | | | $22,740 - 34,116 |
| | Social Services Specialist 3/Child Protective Investigator | Bach. deg.; MSW pref. | 4 yrs. prof. child protect. invest. exp., incl. 1 yr. at adv. level | x | | | | | $22,740 - 34,116 |
| | Social Services Specialist 3/Adoption | MSW or master's deg. in psychology | 1 yr. adv. child welfare exp. | | | | x | | $22,740 - 34,116 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ME | Human Services Caseworker | MSW; master's deg. in ed./ couns.; BSW; bach. deg. in rel. field + 15 cr. hrs. in rel. areas | MSW, BSW—none; master's deg., bach. deg. in other rel. field—1 yr. case mgmt. Lic. soc. worker | x | | x | x | | $19,677 - 26,666 |
| | Human Services Caseworker Trainee | MSW; master's deg. in ed./ couns.; BSW; bach. deg. in rel. field + 15 cr. hrs. in rel. areas | None | x | | x | x | | $17,472 - 23,379 |
| | Human Services Case Aide .II | None | 2 yrs. in public contact wk. invol. interviewing, prov. of info., etc. | x | | x | | | $13,260 - 17,350 |
| | Protective Intake Worker | 2 yrs. ed. in soc. serv., incl. 15 cr. hrs. in psych., sociol., child development, etc. | 2 yrs. in soc. serv. prov., incl. direct contact w/ clients | x | | x | | | $16,474 - 22,027 |
| MD | Human Service I-V | Bach. deg. | I—none; II—1 yr.; III—2 yrs.; IV—3 yrs.; V—4 yrs. | x | x | x | x | | $17,261 - 30,411 |
| | Social Work Associate I-V | BSW | 0-4 yrs. & must be lic. by state | x | x | x | x | | $17,261 - 30,411 |
| | Social Worker I-III | MSW | 0-3 yrs. & must be lic. by state | x | x | x | x | | $21,500 - 32,374 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| MA | Social Worker I | Bach. deg. pref. | 3 yrs. | x | x | x | x | | $20,700 - 26,900 |
| | Social Worker III | Bach. deg. | 2 yrs. | x | x | x | x | | $24,200 - 31,700 |
| MI | Protective Services | Bach. deg. | None | x | | | | | $24,400 - 31,400 |
| | All other child welfare workers | Bach. deg. | None | | x | x | x | x | $24,300 - 30,350 |
| MN | County Agency Social Worker | BSW; bach. deg. in psych., sociol., or rel. field | None | x | x | x | x | | $19,740 - 30,792 |
| | County Agency Social Worker (MSW) | MSW | None | x | x | x | x | | $21,564 - 32,160 |
| MS | Social Worker | BSW or bach. deg. in rel. field | None | x | x | x | x | x | $14,923 - 22,353 |
| | Social Worker, Advanced | Bach. deg. and 1 yr. grad. soc. wk. study | None | x | x | x | x | x | $17,594 - 26,339 |
| MO | Social Service Worker I | BSW pref. or bach. deg. in rel. field | None | x | x | x | x | | $17,520 - 22,992 |
| | Social Service Worker II | MSW pref. or master's deg. in rel. field | 1 yr. child protect. serv. | x | x | x | x | | $18,888 - 24,924 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| MT | Community Social Worker I | BSW or bach. deg. in rel. field | 1 yr. | x | x | x | x | | $18,644 - 25,781 |
| | Community Social Worker II | BSW or bach. deg. in rel. field | 3 yrs. | x | x | x | x | | $20,320 - 28,123 |
| NE | Protective Services Worker I | BSW or post high sch. ed. in rel. field | BSW—none; other ed.—some casewk. activ. in servcs. | x | | x | x | | $18,625 - 26,075 |
| | Protective Services Worker II | BSW or post high sch. ed. in rel. field | BSW—none; other ed.—some casewk. activ. in servcs. | x | | x | x | | $20,022 - 28,031 |
| | Psychiatric Social Worker I | BSW or bach. deg. in rel. field | 6 mos. w/family sys. | x | x | x | x | | $18,625 - 26,075 |
| | Psychiatric Social Worker II | BSW or bach. deg. in rel. field | 1 yr. w/family sys. | x | x | x | x | | $20,022 - 28,031 |
| NV | Social Worker II | BSW or bach. deg. in rel. field | 2 yrs. casewk. exp. | x | | | | | $22,000 - 29,700 |
| NH | Child Protective Service Worker I | Bach. deg. | 1 yr. | x | x | x | x | | $19,792 - 23,361 |
| | Child Protective Service Worker II | Bach. deg. | 2 yrs. | x | x | x | x | | $21,469.50 - 25,408.50 |
| | Child Protective Service Worker III | Master's deg. | 2 yrs. | x | x | x | x | | $23,361 - 27,612 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| NJ | Family Service Specialist Trainee | Bach. deg. | None | x | | | x | | $20,326.62 - 21,341.14 |
| | Family Service Specialist 3 | Bach. deg. | 1 yr. | x | | x | x | | $22,410.94 - 31,371.42 |
| | Family Service Specialist 2 | Bach. deg. | 2 yrs. | x | | x | x | | $24,708.24 - 34,589.36 |
| | Family Service Specialist 1 | Bach. deg. | 3 yrs. | x | x | x | x | | $27,242.17 - 38,142.97 |
| NM | (not reported) | | | | | | | | |
| NY (state staff) | Child Protective Intake Staff Level I | Bach. deg. | 18 mos. | x | | | | | $23,000 - 29,700 |
| | Family and Child Service Specialist I | High school | 6 yrs. | x | x | x | x | x | $29,100 - 36,200 |
| | Family and Child Service Specialist II | High school | 7 yrs. | x | x | x | x | x | $37,800 - 46,500 |
| (local staff) | Senior Caseworker | (not reported) | (not reported) | | | | | | (varies by county) |
| | Caseworker | Bach. deg.<br>OR<br>Certif. as a nurse | None<br>1 yr. exp. in nrsg. | | | | | | (varies by county) |
| | Community Services Worker | (not reported) | (not reported) | | | | | | (varies by county) |
| | Community Services Aide | (not reported) | (not reported) | | | | | | (varies by county) |
| NC | (not reported) | | | | | | | | |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ND | Social Worker I | Licensed Social Worker by the ND Board of SW Exam. | | x | x | | | | $17,688 - 27,264 |
| | Social Worker II | Licensed Social Worker by the ND Board of SW Exam. | | x | x | x | x | | $19,512 - 29,964 |
| | Social Worker III | Licensed Social Worker by the ND Board of SW Exam. | | x | x | x | x | | $21,504 - 32,952 |
| OH | (not reported) | | | | | | | | |
| OK | Youth Guidance Specialist I | None | None | | | | | shelter | $3,156 (part-time) - $16,775 |
| | Youth Guidance Specialist II | None | 1 yr. | | | | | shelter | $13,230 - 17,594 |
| | Youth Guidance Specialist III | None | 2 yrs. | | | | | shelter | $15,252 - 20,303 |
| | Youth Guidance Specialist IV | None | 3 yrs. | | | | | shelter | $17,594 - 23,441 |
| | Social Work Aide | None | None | | | | | support | $12,028 (part time) - 16,385 |
| | Social Work Assistant | Bach. deg. or equiv. comb. of ed. & exp. | 4 yrs. prof. soc. wk. exp. if no degree | x | x | x | x | | $16,775 - 22,343 |
| | Social Worker I | Bach. deg. in rel. field | 4 yrs. | x | x | x | x | | $18,905 - 25,197 |
| | Social Worker II | Bach. deg. in rel. field | 4 yrs. | x | x | x | x | | $21,298 - 28,407 |
| | Social Worker III | Bach. deg. in rel. field | 5 yrs. | x | x | x | x | | $22,892 - 30,542 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| OR | (not reported) | | | | | | | | |
| PA | Caseworker Trainee | Bach. deg.<br>12 coll. cr. behav. sci. | None<br>2 yrs. soc. serv. | x | x | x | x | | (varies by county)<br>starting salary: $13,300/<br>20,000 Philadelphia |
| | Caseworker | Master's deg.<br>Bach. deg. | None<br>1 yr. exp. as trnee. | x | x | x | x | | starting salary: $16,000/<br>23,000 Philadelphia |
| | Social Worker I | MSW | None | x | x | x | x | | (varies by county) |
| RI | Social Caseworker II | BSW; bach. deg. in rel. field | 2 yrs. soc. serv. | x | x | x | x | | $23,688 - 27,311 |
| | Clinical Social Worker | MSW | No info. reported | x | | | | x | $27,311 - 30,765 |
| | Child Protective Investigator | BSW; bach. deg. in law enforcement, crim. just., etc. | FT empl. providing child protec. serv. or partic. in investigations | x | | | | | $24,468 - 28,359 |
| | Case Aide Technician | 2 yrs. college | Empl. in decision-making position | | x | x | x | | $20,062 - 22,196 |
| | Social Service Analyst | MSW or master's deg. in rel. field | Considerable soc. wk. exp. | | | | | x | $27,311 - 30,765 |
| SC | Social Service Specialist I | Bach. deg.; BSW pref. | None | | x | | | | $14,937 - 22,406 |
| | Social Service Specialist II | Master's deg.; MSW pref.; BSW; bach. deg. | Master's deg.—none; BSW—6 mos.; bach. deg.—12 mos. prof. soc. wk. exp. | | x | | | | $16,804 - 25,206 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| SC (cont.) | Social Service Specialist III | MSW; master's deg.; BSW; bach. deg. | MSW—none; master's deg.—6 mos.; BSW—12 mos.; bach. deg.—18 mos. prof. soc. wk. exp. | x | x | x | | | $18,177 - 27,265 |
| | Social Service Specialist IV | MSW; master's deg.; BSW; bach. deg. | MSW—none; master's deg.—12 mos.; BSW—18 mos.; bach. deg.—24 mos. prof. soc. wk. exp. | x | x | x | | | $20,443 - 30,665 |
| | Adoption Specialist | MSW; BSW; bach. deg. | MSW—none; BSW—6 mos.; bach. deg.—12 mos. prof. soc. wk. exp. | | | | x | | $20,443 - 30,665 |
| SD | Intensive Placement Prevention Social Worker | BSW; bach. deg. in behav. sci. | None | x | x | | | | $18,678.40 - 25,376 |
| | Investigative Social Worker | BSW; bach. deg. in behav. sci. | None | x | | | | | $18,678.40 - 25,376 |
| | Alternative Care Social Worker | BSW; bach. deg. in behav. sci. | None | | | x | | | $18,678.40 - 25,376 |
| | Adoption Specialist | BSW; bach. deg. in behav. sci. | None | | | | x | | $18,678.40 - 25,376 |
| | Licensing Social Worker | BSW; bach. deg. in behav. sci. | None | | | | | x | $18,678.40 - 25,376 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| TN | Social Counselor 1 | Bach. deg. | None | x | | x | x | x | $13,752 - 20,412 |
| | Social Counselor 2 | Bach. deg. | 1 yr. prof. soc. couns. exp. | x | | x | x | x | $15,684 - 23,280 |
| TX | CPS Specialist I | Bach. deg. | None | x | | | | | $20,772 - 26,160 |
| | CPS Specialist II | MSW; 24 grad. sem. hrs. in soc. wk. or rel. field; bach. deg. | MSW—none; 24 grad. hrs.—1 yr. CPS exp.; bach. deg.—18 mos. soc. wk., incl. 1 yr. CPS | x | | | | | $23,760 - 29,832 |
| | CPS Specialist III | Bach. deg. | 1 yr. CPS in TX DHS or 3 yrs. other CPS exp. | x | | | | | $25,296 - 31,848 |
| | CPS Specialist IV | Bach. deg. | 2 yrs. CPS in TX DHS or 4 yrs. other CPS exp. | x | | | | | $27,012 - 34,032 |
| UT | Human Service Worker Treatment I | Bach. deg. in behav. sci.<br>Soc. Serv. Aide Lic. | 1 yr. | x | x | x | x | x | $16,265 - 23,698 |
| | Human Service Worker Treatment II | Bach. deg. in behav. sci.<br>OR<br>Master's deg. in behav. sci.<br>Soc. Serv. Worker Lic. | 1 yr.<br><br>None | x | x | x | x | x | $19,961 - 29,169 |
| | Human Service Worker Treatment III | MSW & Social Work Lic.<br>OR<br>Master's deg. in behav. sci.<br>OR<br>Bach. deg. in behav. sci.<br>Social Serv. Worker Lic. | None<br><br>2 yrs.<br><br>5 yrs. | x | x | x | x | x | $22,560 - 32,906 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| UT (cont.) | Human Service Worker Treatment IV | MSW & Clin. Soc. Wk. Lic. | 2 yrs. | x | x | | | | $25,035 - 36,498 |
| VT | Social Worker Trainee | Bach. deg. | None | x | x | | | x | $17,180 - 27,185 |
| | Social Worker B | MSW or bach. deg. | MSW—none; bach. deg.—18 mos. | x | x | | x | x | $21,507 - 34,112 |
| | Social Worker C | MSW or bach. deg. | MSW—1 yr.; bach. deg.—2 yrs. | x | x | | | x | $22,796 - 36,171 |
| | Resource Coordinator | Bach. deg. | 18 mos. | | | x | | | $19,198 - 30,388 |
| VA | | Qualification standards referred to as knowledge, skill, and ability statements are used instead of minimum education and experience requirements. | | | | | | | — |
| | Social Worker | | | | x | x | x | | $15,542 - 37,925 |
| | Senior Social Worker | | | x | x | x | x | | $16,663 - 39,454 |
| | Principal Social Worker | | | x | x | x | x | | $19,154 - 45,672 |
| | Child Protective Service Worker I | | | x | | | | | $16,663 - 39,454 |
| | Child Protective Service Worker II | | | x | | | | | $19,154 - 39,394 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| WA | Social Worker 1 | BA in soc. wk., clinical/ couns. psych., or sociol.<br>OR<br>Master's deg. in soc. wk., clin./couns. psych., or sociol. | 2 yrs. paid post deg. exp. in soc. serv.<br>OR<br>1 yr. paid soc. serv. exp. | | x | x | x | | $19,764 - 24,972 |
| | Social Worker 2 | BA in soc. wk., clin./ couns. psych., or sociol.<br>OR<br>Master's deg. in soc. wk., clin./couns. psych., or sociol. | 18 mos. as Soc. Wkr. 1<br>OR<br>4 yrs. paid, post deg. exp. in soc. serv.<br>OR<br>2 yrs. paid soc. serv. exp. | x | x | x | x | x | $23,532 - 29760 |
| | Social Worker 3 | BA deg. in soc. wk., clin./ couns. psych., guid. couns.<br>OR<br>Master's deg. in soc. wk., clin./couns. psych., guid. couns. | 2 yrs. as Soc. Wkr. 2<br>OR<br>6 yrs. paid, post deg. exp. in soc. serv.<br>OR<br>4 yrs. paid soc. serv. exp. | x | x | x | x | x | $24,624 - 31,224 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| WA (cont.) | Social Worker 4 | BA in soc. wk., clin./couns. psych., guid. couns.<br>OR<br>Master's deg. in soc. wk., clin./couns. psych., guid. couns. | 2 yrs. Soc. Wkr. 3<br>OR<br>4 yrs. Soc. Wkr. 2<br>OR<br>6 yrs. paid, post deg. exp. in soc. serv.<br>OR<br>4 yrs. paid soc. serv. exp. | x | x | x | x | x | $27,204 - |
| WV | | Eligible for licensure as a Social Worker, Graduate Social Worker, or Certified Social Worker by the West Virginia Board of Social Work Examiners | | | | | | | |
| | Social Service Worker I | | | | | | | | $13,368 - 23,047 |
| | Social Service Worker II | | | | | | | | $14,472 - 25,208 |
| | Social Service Worker III | | | | | | | | $15,732 - 27,627 |
| | Protective Service Worker Trainee | | | | | | | | $15,072 - 26,392 |
| | Protective Service Worker | | | | | | | | $16,428 - 28,912 |
| WI | Social Worker I | (not reported) | (not reported) | | | | x | | $20,212 - 28,240 |
| | Social Worker II | (not reported) | (not reported) | | | | x | | $23,425 - 33,149 |
| | Social Worker III | (not reported) | (not reported) | | | | x | | $25,219 - 35,922 |

CHART C1 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**DIRECT SERVICE WORKERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| WY | Social Worker I | Bach. deg.; BSW | None. W/o deg.: 4 yrs. as Econ. Assist. Spec. | x | x | x | | x | $18,060 - 26,688 |
| | Social Worker II | MSW; bach. deg. | MSW—none; bach. deg.—2 yrs. | x | x | x | x | x | $21,564 - 32,352 |

## CHART C2
## JOB QUALIFICATIONS AND SALARY LEVELS
## SUPERVISORS

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| AL | Welfare Supervisor I | Bach. deg.; prefer 1 yr. grad. sch. in soc. wk. | 2 yrs. | x | x | x | x | | $18,283 - 27,716 |
| | Welfare Supervisor II | Bach. deg.; prefer 1 yr. grad. sch. in soc. wk. | 3 yrs. | x | x | x | x | | $19,682 - 29,822 |
| AK | Social Worker IV | (not reported) | 3 yrs. prof. soc. wk. exp. | x | x | x | x | | $37,680 (base salary) |
| | Social Worker V | (not reported) | 4 yrs. prof. soc. wk. exp. | x | x | x | x | | $40,356 (base salary) |
| AZ | Human Services Unit Supervisor | (not reported) | 2 yrs. exp. equiv. to Human Serv. Spec. II or III | x | x | x | x | x | $24,008 - 36,470 |
| AR | Family Service Worker II | Master's deg. or bach. deg. or BSW | 2 yrs. soc. wk. exp., incl. 1 yr. in job-related area OR 4 yrs. soc. wk. exp., incl. 2 yrs. in job-related area | x | x | x | | | $16,718 |
| | Family Service Worker III | MSW | 3 yrs. soc. wk. exp., incl. 2 yrs. in job-related area | x | x | x | | | $17,836 - 28,860 |
| | | Bach. deg.; BSW | 5 yrs. soc. wk. exp., incl. 3 yrs. in job-related area | | | | | | |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| CA | (not reported) | | | | | | | | |
| CO | Social Services Supervisor II | Bach. deg. in behav. sci. | 2 yrs. exp. at or above sr. level soc. caseworker in area approp. to assignment | x | x | x | x | x | $23,784 - 31,860 |
| | Social Services Supervisor III | Bach. deg. in behav. sci. | 3 yrs. exp. at or above sr. level soc. caseworker in area approp. to assignment | x | x | x | x | x | $26,220 - 35,124 |
| CT | Social Work Supervisor | Bach. deg.; BSW or MSW preferred | 0-7 yrs. depending on education | x | | x | x | | $32,024 - 38,915 |
| DE | Family Service Supervisor | Bach. deg. in soc. wk., sociol., psych., child devel., family studies, counseling, crim. just. | 3 yrs. exp. as soc. worker/family serv. specialist | x | (included in CPS) | | | | $25,706 - 42,342 |
| DC | Supervisor | MSW | 3 yrs. | | | | | | (not reported) |
| FL | CYF Supervisor | Bach. deg. | 3 yrs. | x | x | x | x | x | $19,810 - 32,786 |
| | District Intake Counselor Supervisor | Bach. deg. | 3 yrs. | | | | | x | $21,039 - 34,924 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| FL (cont.) | Protective Investigator Supervisor | Bach. deg. | 4 yrs. | x | | | | x | $22,336 - 37,234 |
| GA | Caseworker Supervisor | Completion of undergrad. major at a 4-yr. coll. | 2 yrs. in human serv. equiv. to Sr. Caseworker | x | x | x | x | x | $19,326 - 25,758 |
| | Caseworker Supervisor, Senior | Completion of undergrad. major at a 4-yr. coll. | 1 yr. exp. in supervision of prof. staff in casework activ. OR 1-6 yrs. exp. as CW Supervisor | x | x | x | x | x | $20,934 - 27,990 |
| | Caseworker Supervisor, Principal | Completion of undergrad. major at a 4-yr. coll. | 2 yrs. exp. supervising prof. staff | x | x | x | x | x | $22,716 - 30,510 |
| HI | Social Worker V | BA; MSW preferred | 1 yr. at SW IV level | x | | x | x | | $34,476 - 42,132 |
| | Social Worker VI | BA; MSW preferred | 1 yr. at SW V level | x | | x | x | | $37,200 - 46,248 |
| ID | Social Work Supervisor | State licensure as a social worker | | x | x | x | x | | $25,688 - 34,444.80 |
| | Psychologist Specialist | Any comb. of ed. that demonstrates competence, usually a master's deg. in psych. or closely related field OR Completion of doctorate in psych. or closely related field | Any comb. of exp. that demonstrates competence, 4 yrs. post-grad. exp. OR 2 yrs. post-grad. exp. | x | x | x | x | | $28,329.60 - 37,980.80 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ID (cont.) | The following can also function as supervisors: Social Work Specialist; Social Work Specialist, Senior; Social Work Specialist, Principal; and Psychologist, Staff. (See Direct Service Workers listing for requirements & salary.) | | | | | | | | |
| IL | Child Welfare Supervisor | Bach. deg.; MSW preferred | BA/BSW—5 yrs.; MSW—3 yrs. | x | x | x | x | | $26,820 - 40,596 |
| IN | Supervisor VII | Bach. deg. | 2 yrs. | x | x | x | x | x | $17,706 - 26,465 |
| IA | Social Worker III-S | Bach. deg.; BSW; MSW (grad. ed. in soc. or behav. sci. may subst.) | BA—3 yrs. prof. soc. wk. exp.; BSW—2 yrs. prof. soc. wk. exp.; MSW—none; 30 grad. sem. hrs. in soc. or behav. sci. may subst. for 1 yr. exp.; current employees may qual. w/1 yr. less exp. | | x | x | x | | (not reported) |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| IA (cont.) | Social Worker IV-S | Bach. deg.; BSW; MSW (30 hrs. grad. ed. in soc. or behav. sci. may subst. for 1 yr. exp. | BA—4 yrs. prof. soc. wk. exp.; BSW—3 yrs. prof. soc. wk. exp.; MSW—1 yr. prof. soc. wk. exp.; equiv. of grad. ed. in soc. or behav. sci. may subst. for exp. up to 30 sem. hrs. for 1 yr. exp.; current employees may qual. w/1 yr. less exp. | x | x | x | x | | (not reported) |
| | Social Worker V-S | (not reported) | (not reported) | x | x | x | x | | (not reported) |
| | Social Worker VI-S | Bach. deg.; BSW; MSW (grad. ed. in soc. or behav. sci. may subst. for exp. up to 30 sem. hrs. for 1 yr. exp. | BA—6 yrs. prof. soc. wk. exp.; BSW—5 yrs. prof. soc. wk. exp.; MSW— 3 yrs. prof. soc. wk. exp.; equiv. of grad. ed. may be subst. for exp. up to 30 sem. hrs. for 1 yr. exp.; current employees may qual. w/1 yr. less exp. | x | x | x | x | | (not reported) |
| KS | Social Worker III | MSW; BSW; bach. deg. | MSW—1 yr.; BSW—3 yrs; BA—3 yrs. + SW license (grandfathered) | x | x | x | x | x | $26,220 -33,444 |
| | Social Worker IV | MSW | 3 yrs. | x | x | x | x | x | $26,220 - 36,888 |
| | Social Worker V | MSW | 3 yrs. supervisory exp.; 5 yrs. soc. wk. exp. | x | x | x | x | x | (not reported) |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| KY | Family Services Office Supervisor | Master's deg. in soc. wk., sociol., psych., or rel. field<br>Bach. deg. | 3 yrs. prof. soc. wk. exp.<br>4 yrs. prof. soc. wk. exp. in providing/ supervising direct serv. | x | x | x | x | x | $20,196 - 32,376 |
| | Family Services Program Supervisor | Master's deg. in soc. wk., sociol., psych., or rel. field<br>Bach. deg. | 5 yrs. prof. soc. wk. exp.<br>2 yrs. prof. soc. wk. exp. in providing/ supervising direct serv. | x | x | x | x | x | $24,552 - 39,336 |
| LA | Social Services Supervisor 1 | Bach. deg.; MSW preferred | 5 yrs. prof. soc. serv., 3 yrs. in child welfare or adult protective serv., 1 yr. adv. level | x | x | x | x | x | $26,040 - 39,060 |
| | Social Services Supervisor 2, Child Protection Investigation | Bach. deg.; MSW preferred | 6 yrs. child protection investigation, 2 yrs. at adv. level | x | | | | | $26,040 - 39,060 |
| | Social Services Supervisor 2, Program | MSW | 2 yrs. adv. prof. child welfare | x | x | x | x | x | $26,040 - 39,060 |
| | Social Services District Supervisor | Bach. deg.; MSW preferred | 5 yrs. prof. child welfare or adult protective serv., 1 yr. supervisory | | | | | | $27,864 - 41,796 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ME | Human Services Casework Supervisors | 8 years combination of education and experience MSW preferred | MSW—2 yrs. exp. Licensed Soc. Wrkr. | x | | x | x | | $22,963 - 31,886 |
| MD | Social Worker IV | MSW | 4 yrs.; must be lic. by state | x | x | x | x | | $26,867 - 35,287 |
| MA | Social Worker IV | Master's deg.; MSW | 3 yrs. | x | x | x | x | | $28,100 - 36,900 |
| MI | First Line Supervisor | Bach. deg. | 2 yrs. | x | x | x | x | x | $26,600 - 37,400 |
| | Second Line Supervisor | Bach. deg. | 1 yr. as First Line Supervisor | x | x | x | x | x | $28,600 - 41,400 |
| | Above Second Line Supervisor | Bach. deg. | Varies | x | x | x | x | x | Varies on Civil Service level depending on job responsibilities |
| MN | Social Service Supervisor I | MSW; master's deg. in rel. field; bach. deg. | MSW—1 yr.; master's deg.—1 yr.; bach. deg.—4 yrs. | x | x | x | x | | $25,776 - 40,188 |
| | Social Service Supervisor II | MSW; master's deg. in rel. field; bach. deg. | Admin./supervision in public or private welfare/ human serv. agency: MSW, master's deg. —1 yr; bach. deg. —3 yrs. | x | x | x | x | | $28,176 - 44,028 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| MS | Area Social Work Supervisor | BSW or bach. deg. in rel. field and 30 sem. hrs. grad. soc. wk. ed. | 3 yrs. | x | x | x | x | x | $20,746 - 31,066 |
| MO | Social Service Supervisor I | BSW or bach. deg. in rel. field | 2 yrs. child protective serv. | x | x | x | x | | $19,644 - 25,992 |
| MT | Community Social Work Supervisor | MSW or master's deg. in rel. field | 4 yrs., incl. 2 yrs. supervisory | x | x | x | x | | $22,065 - 30,561 |
| NE | Protective Services Supervisor | Post high school in soc. wk., behav. sci., or rel. areas | Caseworker or supervisory exp. | x | x | x | x | | $21,534 - 30,134 |
| | Human Services Unit Manager | Post high school in soc. wk., behav. sci., or rel. areas | Casework or supervisory exp. in protective serv. | x | x | x | x | | $23,138 - 32,393 |
| NV | Social Work Supervisor | BSW or bach. deg. in rel. field | 4 yrs. casework exp. | x | | | | | $25,000 - 33,971 |
| NH | Supervisor III | Bach. deg. | 4 yrs. | x | x | x | x | | $24,336 - 28,801 |
| | Supervisor IV | Bach. deg. | 5 yrs. | x | x | x | x | | $26,539.50 - 31,668 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| NJ | Supervisor, Family Service Specialist 2 | Bach. deg. | 3 yrs. | x | x | x | x | | $27,242.17 - 38,142.97 |
| | Supervisor, Family Service Specialist 1 | Bach. deg. | 4 yrs. | x | x | x | x | | $30,034.39 - 42,055.27 |
| NM | (not reported) | | | | | | | | |
| NY (state staff) | Child Protective Intake Staff | | | | | | | | |
| | Level II | Bach. deg. | 30 mos. | x | | | | | $29,100 - 36,200 |
| | Level III | Bach. deg. | 42 mos. | x | | | | | $37,800 - 46,500 |
| | Level IV | Bach. deg. | 54 mos. | x | | | | | $46,700 - 57,100 |
| | Family and Child Services Specialist III | High school | 8 yrs. | x | x | x | x | x | $46,700 - 57,100 |
| (local staff) | Case Supervisor - Grade A | (not reported) | (not reported) | | | | | | varies by county |
| | Case Supervisor - Grade B | (not reported) | (not reported) | | | | | | varies by county |
| NC | (not reported) | | | | | | | | |
| ND | Social Work Supervisor/ Clinician | Licensed Certified Social Worker by NC Board of Social Work Examiners | 2 yrs. clinical human serv. exp. | x | x | x | x | | $34,888 - 37,992 |
| OH | (not reported) | | | | | | | | |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| OK | Social Service Supervisor I | Bach. deg. | 1 yr. prof. soc. wk. | x | x | x | x | | $29,806 - 39,677 |
| OR | (not reported) | | | | | | | | |
| PA | Casework Supervisor I | Bach. deg. | 2 yrs. | x | x | x | x | | Starting salary: $20,000/Phila. 33,000 (Varies by county) |
| | Social Worker II | MSW | 2 yrs. | x | x | x | x | | Starting salary: $25,000/Phila. 33,000 (Varies by county) |
| RI | Casework Supervisor II | MSW or master's deg. in rel. field; BSW or bach. deg. in rel. field | 2 yrs. soc. casewk. | x | x | x | x | | $28,359 - 32,017 |
| | Clinical Social Worker | MSW | (not reported) | x | | | | | $27,311 - 30,765 |
| | Child Development Specialist | MSW or master's deg. in child development | Employment in the field | | | x | | | $27,311 - 30,765 |
| | Supervisor - Child Protective Investigator | BSW or bach. deg. in law enforcement, crim. just. | FT employment in child protective investigations or soc. serv. to children | x | | | | | $30,616 - 34,624 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| SC | Social Service Supervisor I | MSW; master's deg.; BSW; bach. deg. | MSW—6 mos.; master's deg.—18 mos.; BSW—24 mos.; bach. deg—30 mos. prof. soc. wk. exp. | x | x | x | | x | $22,113 - 33,170 |
| | Social Service Supervisor II | MSW; master's deg.; BSW; bach. deg. | MSW—12 mos., incl. 6 mos. supervisory or managerial; master's deg.—24 mos., incl. 12 mos. supervisory or managerial; BSW—30 mos., incl. 12 mos. supervisory or managerial; bach. deg.—36 mos., incl. 12 mos. supervisory or managerial | x | x | x | | x | $23,917 - 35,876 |
| | Social Service Supervisor III | MSW; master's deg.; BSW; bach. deg. | MSW—18 mos., incl. 12 mos. supervisory or mangerial; master's deg.—30 mos.; BSW—36 mos.; bach. deg.—42 mos.; all must incl. 18 mos. supervisory or managerial | x | x | x | | x | $25,871 - 38,806 |
| | Social Service Supervisor IV | MSW; master's deg.; BSW; bach. deg. | MSW—24 mos., incl. 18 mos. supervisory or managerial; master's degree—36 mos.; BSW—42 mos.; bach. deg.—48 mos.; all must incl. 24 mos. supervisory or managerial | x | x | x | | x | $27,983 - 41,975 |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| SC (cont.) | Direct Services Supervisor | MSW; BSW; bach. deg. | MSW—6 mos.; BSW—12 mos.; bach. deg.—24 mos. | | | | x | | $22,999 - 34,499 |
| | Area Adoption Administrator | MSW; BSW; bach. deg. | MSW—12 mos.; BSW—24 mos.; bach. deg.—36 mos. | | | | x | | $24,875 - 37,313 |
| SD | Social Services Supervisor | BSW; bach. deg. in behav. sci. | 2 yrs. soc. wk. or equiv. comb. of ed. & exp. | x | x | x | x | | $18,678 - 28,038.40 |
| | Social Services Supervisor (Licensing) | BSW; bach. deg. in behav. sci. | 2 yrs. soc. wk. or equiv. comb. of ed. & exp. | | | | | x | $18,678 - 28,038.40 |
| TN | HS Field Supervisor 1 | Bach. deg. | 3 yrs. prof. counseling exp. | x | x | x | x | x | $17,892 - 26,566 |
| TX | CPS Supervisor I | Bach. deg. | 2 yrs. in TX DHS as PS Specialist II or above OR 4 yrs. CPS exp. | x | | | | | $27,012 - 34,032 |
| | CPS Supervisor II | Bach. deg. | 1 yr. in TX DHS as Supervisor I or 4 yrs. CPS exp., incl. 1 yr. supervisory | x | | | | | $28,836 - 36,324 |
| UT | Human Services Supervisor | Bach. deg. in behav. sci. | 4 yrs. | x | x | x | x | x | $25,035 - 36,498 |

## CHART C2 (CONT.)
## JOB QUALIFICATIONS AND SALARY LEVELS
## SUPERVISORS

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| VT | Social Services Supervisor | MSW or bach. deg. | MSW—1 yr.; bach. deg.—3 yrs. | x | x | | x | | $24,190 - 38,417 |
| VA | | qualification standards referred to as knowledge, skill and ability statements are used instead of minimum education and experience requirements. | | | | | | | |
| | Social Work Supervisor | | | x | x | x | x | | $19,154 - 53,222 |
| | Senior Social Work Supervisor | | | x | x | x | x | | $20,534 - 58,406 |
| | Chief Social Work Supervisor I | | | x | x | x | x | | $26,597 - 60,588 |
| | Chief Social Work Supervisor II | | | x | x | x | x | | $31,226 - 61,262 |
| WA | Social Worker 4 | | 2 yrs. Soc. Wkr. 3 OR 4 yrs. Soc. Wkr. 2 OR | x | x | x | x | x | $27,204 - |
| | | BA in soc. wk., clin./ couns. psych., guid. couns. OR Master's deg. in soc. wk., clin./couns. psych., guid. couns. | 6 yrs. paid, post deg. exp. in soc. serv. 4 yrs. paid soc. serv. exp. | | | | | | |

CHART C2 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**SUPERVISORS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| WV | Social Service Supervisor I | Eligible for licensure as a Social Worker, Graduate Social Worker, or Certified Social Worker by the WV Board of Social Work Examiners | | | | | | | $17,028 - 28,908 |
| | Social Service Supervisor II | | | | | | | | $17,772 - 30,288 |
| | Social Service Supervisor III | | | | | | | | $18,540 - 31,692 |
| WI | SSS-2 Social Service Supervisor | None | Adoption and permanency planning prog. exp., i.e., consultation, tech. assist. & training | | | | x | | $29,230 - 42,194 |
| WY | Social Work Supervisor | BSW; MSW | BSW—3 yrs.; MSW—1 yr. | x | x | x | x | x | $23,760 - 36,012 |

## CHART C3
## JOB QUALIFICATIONS AND SALARY LEVELS
## MANAGERS

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| AL | Welfare Supervisor III | Bach. deg.; prefer 1 yr. grad. sch. in soc. wk. | 4 yrs. | x | x | x | x | | $21,715 - 32,916 |
| AK | Regional Social Services Manager I | (not reported) | 1 yr. exp. as Social Worker IV OR 2 yrs. exp. as Social Worker III OR MSW and 1 yr. Social Worker III exp. | x | x | x | x | | $40,356 (base salary) |
| | Regional Social Services Manager II | (not reported) | 1 yr. exp. as Social Worker IV OR 2 yrs. exp. as Social Worker III OR MSW and 1 yr. Social Worker III exp. | x | x | x | x | | $43,080 (base salary) |
| | Regional Social Services Manager III | (not reported) | 1 yr. exp. as Social Worker IV OR 2 yrs. exp as Social Worker III OR MSW and 1 yr. Social Worker III exp. | x | x | x | x | | $46,068 (base salary) |
| AZ | Human Services District Operations Assistant I | (not reported) | 1 yr. exp. equiv. to Hum. Serv. Spec. III OR 2 yrs. exp. equiv. to Hum. Serv. Spec. II | x | x | x | x | x | $24,098 - 36,470 |
| | Human Services Unit Manager | (not reported) | 1 yr. exp. equiv. to Hum. Serv. Unit Supervisor in child welfare | x | x | x | x | x | $26,887 - 40,690 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| AZ (cont.) | Economic Security District Program Manager II | (not reported) | 3 yrs. exp. in specific program serv., incl. at least 1 yr. of supervisory exp. or comparably responsible consulting exp. approp. to program area | x | x | x | x | x | $29,549 - 44,716 |
| | Economic Security District Program Manager III | (not reported) | 3 yrs. exp. in specific prog. serv., incl. at least 2 yrs. supervisory or comparable exp. in area of program assignment | x | x | x | x | x | $32,284 - 48,859 |
| AR | DHS Field Manager | Master's deg.; MSW<br>OR<br>Bach. deg.; BSW | 3 yrs., incl. mgr./ supervisor exp.<br>5 yrs., incl. 1 yr. supervisory exp. | x | x | x | | | $21,502 |
| | Program Administrator | MSW<br>OR<br>Bach. deg.; BSW | 4 yrs., incl. 2 yrs. supervisory or leadership exp.<br>4 yrs., incl. 2 yrs. in supervisory capacity | x | x | x | | | $22,932 - 36,218 |
| CA | (not reported) | | | | | | | | |

## CHART C3 (CONT.)
## JOB QUALIFICATIONS AND SALARY LEVELS
## MANAGERS

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| CO | Social Services Administrator IV | Bach. deg. in behav. sci. | 4 yrs. exp. in supervision or admin. of serv. del. prog., incl. 1 yr. supervision & mgmt. of prof. soc. casewk. staff | | | | | | $29,532 - 39,576 |
| | | OR<br>Master's deg. in behav. sci. or public admin. | 3 yrs. exp. in supervision or admin. of serv. del. prog., incl. 1 yr. supervision & mgmt. of prof. soc. casewk. staff | | | | | | |
| | Social Services Administrator V, VI, VII, and VIII | Bach. deg. in behav. sci. | 5 yrs. exp. in supervision or admin. of serv. del. prog., incl. 2 yrs. supervision & mgmt. of prof. soc. casewk. staff | | | | | | $34,188 - 58,464 (salary varies by total number of subordinate employees) |
| | | OR<br>Master's deg. in behav. sci. or public admin. | 4 yrs. exp. in supervision or admin. of serv. del. prog., incl. 2 yrs. supervision & mgmt. of prof. soc. casewk. staff | | | | | | |
| CT | Program Supervisor | Bach. deg.; BSW or MSW preferred | 0-8 yrs. depending on education | x | x | x | x | | $49,604 - 54,563 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| DE | Family Service Program Support Administrator | Bach. deg. in social or behav. sci. | 4 yrs. | x | (included in CPS) | | | | $27,505 - 45,841 |
| | Social Service County Operations Manager | Bach. deg. in social or behav. sci. | 6 yrs. | x | | | | | $36,064 - 64,295 |
| | Social Service County Operations Assistant Manager | Bach. deg. in social or behav. sci. | 5 yrs. | x | | | | | $31,489 - 60,090 |
| DC | Branch Managers | MSW | 5 yrs. | | | | | | (not reported) |
| | Division Chief | MSW | 5 yrs. | | | | | | (not reported) |
| FL | Program Administrator | Bach. deg. | 5 yrs. | x | x | x | x | x | $28,777 - 48,662 |
| GA | County Project Director | Grad. course may substitute on year-for-year basis | 3 yrs. prof. exp., incl. 1 yr. as line supervisor of direct serv. staff | x | x | x | x | x | $24,684 - 39,378 |
| | SSC/Field Representative, Senior | (not reported) | 1 yr. supervisory, admin., or consultative exp. in hum. serv. del., OR 1 yr.in staff development training profs. in hum. serv. del. | x | x | x | x | x | $24,684 - 39,378 |
| | County Director I | Grad. coursework may substitute year-for-year for non-managerial exp. | 2 yrs. exp., incl. 1 yr. in soc. serv. prog. and 1 yr. in supervisory capacity | x | x | x | x | x | $22,716 - 36,180 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| GA (cont.) | County Director II | Grad. coursework may substitute for non-supervisory and non-DCFS exp. | 3 yrs. prof. exp., incl. 1 yr. in soc. serv. prog. & 1 yr. in supervisory capacity | x | x | x | x | x | $24,684 - 39,378 |
| | County Director III | Grad. coursework may substitute for non-supervisory and non-DCFS exp. | 3 yrs. prof. exp., incl. 1 yr. in soc. serv. prog. & 1 yr. in supervisory capacity | x | x | x | x | x | $27,990 - 44,862 |
| | County Director IV | Grad. coursework may substitute year-for-year for non-managerial exp. | 4 yrs. prof. exp., incl. 2 yrs. at management level | x | x | x | x | x | $31,842 - 51,080 |
| | County Director V | Grad. coursework may substitute year-for-year for non-managerial exp. | 4 yrs. prof. exp., incl. 2 yrs. at management level | x | x | x | x | x | $34,686 - 55,866 |
| | County Administrator | (not reported) | 3 yrs. as Deputy County Admin. or equiv. to County Director IV | x | x | x | x | x | $39,378 - 63,930 |
| | District Director | Completion of undergrad. major in public welfare admin., social work, or related field | 4 yrs. prof. exp., 2 of which involved mgmt. | x | x | x | x | x | $36,180 - 58,428 |
| HI | Program Specialist V | BA; MSW preferred | 1 yr. at SW IV level | x | | x | x | | $30,276 - 42,132 |
| | Program Administrator VI | BA; MSW preferred | 1 yr. at SW V level | x | | x | x | | $33,000 - 46,248 |
| | Social Services Manager I | BA; MSW preferred | 1 yr. at SW VI level | x | | x | x | | $35,988 - 50,844 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ID | Social Services Program Supervisor | State licensure as a social worker and demonstrated knowledge and abilities | | x | x | x | x | x | $31,241.60 - 41,870.40 |
| | Family Services Bureau Chief | Demonstrated knowledge and ability | | x | x | x | x | x | $32,801.60 - 43,971.20 |
| | Juvenile Justice Bureau Chief | Demonstrated knowledge and ability | | x | | x | | x | $28,329.60 - 37,980.80 |
| The following positions also function as managers:<br>Social Work Specialist<br>Social Work Specialist, Senior<br>Social Work Specialist, Principal<br>Psychologist, Staff<br>(See Direct Service Workers listing for requirements and salary.) | | | | | | | | | |
| IL | Child Welfare Administrator I | Bach. deg.; MSW preferred | 2 yrs. supervisory exp. | | x | | | x | $26,820 - 40,596 |
| | Child Welfare Administrator II | Bach. deg.; MSW preferred | 1 yr. admin. exp. | x | x | | | | $28,320 - 43,440 |
| | Child Welfare Administrator III | Bach. deg.; MSW preferred | 2 yrs. admin. exp. | x | x | | x | | $29,928 - 46,224 |
| | Child Welfare Administrator IV | Bach. deg.; MSW preferred | 3 yrs. admin. exp. | x | x | x | | | $31,764 - 49,476 |
| | Child Welfare Administrator V | Bach. deg.; MSW preferred | 1 yr. managerial exp. | x | x | | | | $36,288 - 56,952 |
| IN | Supervisor VI | Bach. deg. | 3 yrs. | x | x | x | x | x | $20,150 - 29,796 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| IA | Social Worker V | (not reported) | (not reported) | x | x | x | x | | (not reported) |
| | Social Worker VI | Bach. deg.; BSW; MSW (grad. ed. in social or behav. sci. may be substituted for exp. up to 30 sem hrs. for 1 yr. exp. | BA—6 yrs. prof. soc. wk. exp.; BSW—5 yrs. prof. soc. wk. exp.; MSW—3 yrs. prof. soc. wk. exp.; equiv. of grad. ed. may substitute for exp. up to 30 sem. hrs. for 1 yr. exp.; current employees may qualify w/1 yr. less exp. | x | x | x | x | | (not reported) |
| KS | Social Worker V | MSW | 3 yrs. supervisory; 5 yrs. soc. wk. | | | | | | $28,896 - 40,668 |
| | Social Worker VI | MSW | 5 yrs. supervisory; 8 yrs. soc. wk. | | | | | | $31,860 - 44,844 |
| | Social Service Administrator | Bach. deg. | 3 yrs. | | | | | | $24,972 - 35,124 |
| | Social Service Administrator II | Bach. deg. | 3 yrs. exp; 1 yr. admin., superv., or consultant | | | | | | $27,528 - 38,736 |
| | Social Service Administrator III | Bach. deg. | 5 yrs. exp.; 3 yrs. admin., superv., or consultant | | | | | | $30,336 - 42,708 |
| | Social Service Administrator IV | Bach. deg. | 8 yrs. exp.; 5 yrs. admin., superv., or consultant | | | | | | $31,860 - 44,844 |
| | SRS Area Manager I | Master's deg. in business, pub. admin. or hum. serv. | 6 yrs. exp.; 4 yrs. admin. or superv. | | | | | | $31,800 - 44,844 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| KS (cont.) | SRS Area Manager II | Master's deg. in business, pub. admin. or hum. serv. | 6 yrs. exp.; 4 yrs. admin. or superv. | | | | | | $35,124 - 49,428 |
| KY | Family Services District Manager | Master's deg. in soc. wk., sociol., psych., or rel. field<br>OR<br>Bach. deg. | 6 yrs. prof. soc. wk. exp.<br><br>6 yrs. prof. soc. wk. exp. plus 2 yrs. direct serv. and/or superv. exp. | x | x | x | x | x | $34,562 - 39,336 |
| LA | Human Development Assistant Regional Manager | Bach. deg.; MSW preferred | 7 yrs. prof. soc. serv., 2 yrs. supervising adv. soc. serv. workers | x | | | | | $31,896 - 47,844 |
| | Human Development Regional Manager I | Bach. deg.; MSW preferred | 7 yrs. prof. soc. serv., 2 yrs. supervising adv. soc. serv. workers | x | | | | | $31,896 - 47,844 |
| | Human Development Regional Manager II | Bach. deg.; MSW preferred | 7 yrs. prof. soc. serv., 2 yrs. supervising adv. soc. serv. workers | x | | | | | $34,128 - 51,192 |
| ME | Social Services Manager I | 10 yrs. comb. ed. & exp.<br>Bach. deg.; MSW preferred | Superv. soc. wk. exp. | x | | x | x | | $25,580 - 34,800 |
| | Social Services Manager II | 12 yrs. comb. ed. & exp.<br>Bach. deg. | 8 yrs. progress. respon. soc. serv., incl. 3 yrs. superv. or admin. | x | | x | x | | $27,250 - 36,629 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| ME (cont.) | Social Services Program Manager | 12 yrs. comb. ed. & exp. Bach. deg. | 8 yrs. progress. respon. soc. serv., incl. 3 yrs. superv. or admin. | x | | x | x | | $27,250 - 36,629 |
| MD | Social Service Administrator I-III | MSW | 5-7 yrs; must be licensed by state | x | x | x | x | | $28,948 - 44,350 |
| MA | Area Program Manager | Master's deg.; MSW | 3 yrs., incl. 2 yrs. supervisory | x | x | x | x | | $33,500 - 41,800 |
| MI | Above Second Line Supervisor | Bach. deg. | Varies | x | x | x | x | | (varies on civil service level depending on job responsibilities) |
| MN | Social Service Supervisor III | MSW; master's deg. in rel. field; bach. deg. in rel. field | MSW, master's deg.— 1 yr. managerial/ secondary superv. in hum. serv. agency OR 3 yrs. superv. in hum. serv. agency; bach. deg.—3 yrs. managerial/ secondary superv. OR 5 yrs. superv. in hum. serv. agency | x | x | x | x | | (not reported) |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| MN (cont.) | Welfare Director I | BSW; bach. deg.; MSW; master's deg. in rel. field | BSW, bach. deg.—1 yr. superv. in soc. serv. agency OR prof./tech. in soc. serv. prog.; MSW, master's deg. —1 yr. prof./ tech. in soc. serv. prog. | x | x | x | x | | $28,788 - 43,020 |
| | Welfare Director II | BSW; bach. deg.; MSW; master's deg. in rel. field | BSW, bach. deg.—2 yrs. superv. in soc. serv. agency OR 5 yrs. prof./ tech. in soc. serv. agency; MSW, master's deg. —1 yr. superv. OR 3 yrs. prof./tech. in soc. serv. agency | x | x | x | x | | $32,160 - 46,020 |
| | Welfare Director III | BSW; bach. deg.; MSW; master's deg. in rel. field | BSW, bach. deg.—3 yrs. prof./tech. superv.; MSW, master's deg.—2 yrs. prof./tech. superv. in soc. serv. agency | x | x | x | x | | $34,428 - 49,044 |
| | Welfare Director IV | BSW; bach. deg.; MSW; master's deg. in rel. field | BSW, bach. deg.—4 yrs. managerial/ second-level superv.; MSW, master's deg.—2 yrs. managerial/ second-level superv. in soc. serv. agency | x | x | x | x | | $37,608 - 53,484 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| MN (cont.) | Welfare Director V | BSW; bach. deg.; MSW; master's deg. in rel. field | Managerial/second-level superv.: bach. deg., BSW—5 yrs.; master's deg., MSW—3 yrs. | x | x | x | x | | $50,124 - 71,220 |
| MS | Social Services Area Director | MSW | 4 yrs., incl. 2 yrs. supervisory | x | x | x | x | x | $24,941 - 37,359 |
| MO | Social Service Supervisor II | BSW or bach. deg. in rel. field | 3 yrs. child prot. serv., incl. 1 yr. supervisory | x | x | x | x | | $21,228 - 28,224 |
| | Social Service Supervisor III | BSW or bach. deg. in rel. field | 4 yrs. child prot. serv., incl. 2 yrs. supervisory | x | x | x | x | | $22,992 - 30,684 |
| | Social Service Supervisor V | BSW or bach. deg. in rel. field | 5 yrs. child prot. serv., incl. 3 yrs. supervisory | x | x | x | x | | $27,072 - 36,396 |
| MT | Regional Administrator | (not reported) | (not reported) | x | x | x | x | | $28,630 - 39,541 |
| NE | (not reported) | | | | | | | | |
| NV | District Office Manager II | High school | 5 yrs. | x | | | | | $27,221 - 37,098 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| NH | (not reported) | | | | | | | | |
| NJ | District Office Manager 3 | Bach. deg. | 2 yrs. supervisory | x | | | | | $30,034.39 - 42,055.27 |
| | District Office Manager 2 | Bach. deg. | 3 yrs.; 2 yrs. supervisory | x | x | x | x | | $33,114.56 - 46,365.76 |
| | District Office Manager 1 | Bach. deg. | 4 yrs.; 2 yrs. supervisory | x | x | x | x | | $36,510.21 - 51,118.13 |
| | County Supervisor | Bach. deg. | 4 yrs.; 1 yr. supervisory | x | x | x | | | $36,510.21 - 51,118.13 |
| NM | (not reported) | | | | | | | | |
| NY (state staff) | Bureau or Regional Directors | Bach. deg. | 7 yrs. | x | x | x | x | x | $50,400 - 70,529 |
| (local staff) | Director of Services | (not reported) | (not reported) | | | | | | (varies by county) |
| NC | (not reported) | | | | | | | | |
| ND | (Not applicable to state system; ND programs are county administered) | | | | | | | | |
| OH | (not reported) | | | | | | | | |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| OK | Social Worker IV | Bach. deg. | 6 yrs. prof. soc. wk. | | | | x | | $25,803 - 34,411 |
| | Administrative Officer II | Bach. deg. | 3 yrs., incl. 1 yr. supervisory | x | x | x | x | | $28,407 - 37,836 |
| | Senior Social Service Supervisor | Bach. deg. in rel. field | 5 yrs., incl. 2 yrs. superv. or admin. | x | x | x | x | | $29,806 - 39,677 |
| | Program Field Representative | Master's deg. | 1 yr. prof. superv., managerial, consultative, or admin. in rel. field | x | x | x | x | | $32,820 - 43,642 |
| | Programs Supervisor | Master's deg. | 2 yrs. superv., managerial, or admin. in rel. field | x | x | x | x | | $36,082 - 48,013 |
| | Programs Assistant Administrator | Master's deg. | 3 yrs. superv., managerial, or admin. in rel. field | x | x | x | x | | $39,677 - 52,832 |
| | Programs Administrator | Master's deg. | 4 yrs. superv., managerial, or admin. in rel. field | x | x | x | x | x | $42,627 - 56,784 |
| OR | (not reported) | | | | | | | | |
| PA | Casework Supervisor II | Bach. deg. | 3 yrs. | x | x | x | x | | Starting salary: $26,000 |
| | Casework Supervisor III | Bach. deg. | 4 yrs. | x | x | x | x | | Starting salary: $28,300/ Phila. $39,000 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| PA (cont.) | Social Worker III | MSW | 4 yrs., incl. 2 yrs. supervisory | x | x | x | x | | Starting salary: $30,400 |
| | Social Worker IV | MSW | 6 yrs., incl. 3 yrs. supervisory | x | x | x | x | | Starting salary: $30,600/ Phila. $43,000 (varies by county) |
| RI | Assistant Administrator, Family & Children's Services | MSW | Supervisory pos. in soc. serv. | | x | | x | | $37,034 - 41,943 |
| | Administrator, Family & Children's Services | MSW or master's deg. in rel. field | 5 yrs. admin. or supervisory in soc. serv. | x | x | x | x | | $39,742 - 45,057 |
| | Administrator, Social Services Analysis | MSW or master's deg. in rel. field | Considerable empl. in supervisory or admin. pos. in soc. casewk. agency | | | | | x | $39,742 - 45,057 |
| | Chief, Child Protective Investigator | Master's deg. | Full-time prof. empl. in compl. of investigations | x | | | | | $39,742 - 45,057 |
| SC | Social Service Program Director I | Bach. deg. | 3 yrs. | x | x | x | | x | $21,262 - 31,894 |
| | Social Service Program Director II | Bach deg. | 4 yrs. soc. serv. program | x | x | x | x | x | $23,917 - 35,876 |
| | Area Adoption Administrator | MSW; BSW; bach. deg. | MSW—1 yr.; BSW—2 yrs.; bach. deg.—3 yrs. | | | | x | | $24,875 - 37,313 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| SC (cont.) | Project Administrator | Master's deg.; bach. deg. | Admin., managerial, or prof. exp.: master's deg.—4 yrs.; bach. deg.—5 yrs. | x | x | x | x | x | $26,906 - 40,359 |
| | County Social Services Director I | Bach. deg. | 3 yrs. | x | x | x | | x | $29,102 - 43,653 |
| | County Social Services Director II | Bach. deg. | 4 yrs., incl. 1 yr. supervisory | x | x | x | | x | $34,046 - 51,069 |
| | County Social Services Director III | Bach. deg. | 5 yrs., incl. 2 yrs. supervisory | x | x | x | | x | $39,829 - 59,744 |
| | Director, Children, Family, and Adult Services Division | Bach. deg. | 5 yrs. prof. or admin. exp. | x | x | x | x | | $32,737 - 49,106 |
| | Executive Assistant for Programs | Master's deg.; bach. deg. | Admin. or mgmt. exp.: master's deg.—5 yrs.; bach. deg.—6 yrs. | x | x | x | x | x | $38,297 - 57,446 |
| | Deputy Commissioner | Not classified | Not classified | x | x | x | x | x | $36,038 - 69,041 |
| | Commissioner | Not classified | Not classified | x | x | x | x | x | $74,137 - 100,303 |
| SD | Field Program Manager I | BSW; bach. deg. in sociol., psych., or bus. admin. | 2 yrs. CPS exp. or equiv. of ed. & exp. | x | x | x | x | x | $20,696 - 31,054.40 |
| | Field Program Manager II | BSW; bach. deg. in sociol., psych. or bus. admin. | 4 yrs. CPS, incl. 2 yrs. superv. of prof. level empl. or equiv. comb. of ed. & exp. | x | x | x | x | x | $23,088 - 34,611.20 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| SD (cont.) | Program Specialist I | BSW; bach. deg. in rel. field | 2 yrs. CPS or equiv. comb. of ed. & exp. | x | | x | x | x | $20,696 - 31,054.40 |
| | Program Specialist II | BSW; bach. deg. in rel. field | 3 yrs. CPS or equiv. comb. of ed. & exp. | x | | x | x | x | $23,088 - 34,611.20 |
| | Assistant Program Administrator | Exempt position | Exempt position | x | x | x | x | x | Salary dependent on ed. & exp. |
| | Program Administrator | Exempt position | Exempt position | x | x | x | x | x | Salary dependent on ed. & exp. |
| TN | H.S. Program Supervisor | Bach. deg. | 5 yrs. prof. couns., incl. 3 yrs. supervisory | x | x | x | x | x | $22,284 - 32,784 |
| TX | Program Director III | MSW | 4 yrs. soc. wk., incl. 3 yrs. child-placing, of which 2 yrs. must be supervisory | x | | | | | $31,848 - 40,032 |
| | Program Director IV - SASS II | Bach. deg. (1 yr. additional prof. prog. mgmt. exp. may subst. for ed. up to max. of 2 yrs.<br>Master's deg. | 5 yrs. prof. soc. serv., incl. 2 yrs. in prof. or prog. mgmt.<br>4 yrs. prof. soc. serv., incl. 2 yrs. in prof. or prog. mgmt. | x | | | | | $34,032 - 42,816 |
| | Regional Director | MSW | 4 yrs. soc. serv., incl. 3 yrs. prof. mgmt. | x | | | | | $36,324 - 45,768 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| TX (cont.) | Program Specialist I | Bach. deg. (1 yr. additional exp. may be subst. for 1 yr. of ed. up to 2 yrs. | 3 yrs. in rel. field | x | | | | | $31,848 - 40,092 |
| | Program Specialist II | Bach. deg. (1 yr. additional exp. may be subst. for 1 yr. of ed. up to 2 yrs. | 4 yrs. exp. in rel. field | x | | | | | $34,032 - 42,816 |
| | Division Administrator | Bach. deg. (1 yr. additional exp. may be subst. for 1 yr. of ed. up to 2 yrs. | 5 yrs. prof. soc. serv., incl. 4 yrs. prof. or prog. mgmt., w/at least 2 yrs. prof. mgmt. | x | | | | | $36,796 - 48,888 |
| | | Master's deg. | 4 yrs. prof. soc. serv., incl. 4 yrs. prof. or prog. mgmt., w/at least 2 yrs. prof. mgmt. | | | | | | |
| | Assistant Commissioner | (not reported) | (not reported) | x | | | | | (Not classified) |
| UT | Assistant Director, Human Services | Bach. deg. in behav. sci. | 5 yrs., incl. 2 yrs. supervisory | x | x | x | x | x | $27,853 - 40,611 |
| | District Director, Social Services | Master's deg. in behav. sci. | 6 1/2 yrs., incl. 3 yrs. admin. | x | x | x | x | x | $32,405 - 47,356 |
| VT | Social Services District Director A | Master's deg.; bach. deg. | Master's deg.—2 yrs; bach. deg.—3 yrs. | x | | x | x | | $25,708 - 40,830 |
| | Social Services District Director B | Master's deg.; bach. deg. | Master's deg.—3 yrs.; bach. deg.—4 yrs. | x | | x | x | | $27,352 - 43,430 |

CHART C3 (CONT.)
JOB QUALIFICATIONS AND SALARY LEVELS
**MANAGERS**

| State | Classification | Education Requirement | Experience Requirement | CPS | FSS | FC | Adop. | Other | Salary Range |
|---|---|---|---|---|---|---|---|---|---|
| VA | | Qualification standards referred to as knowledge, skills, and ability statements are used instead of minimum education and experience requirements. | | | | | | | |
| | Assistant Director I | | | x | x | x | x | x | $22,015 - 62,716 |
| | Assistant Director II | | | x | x | x | x | x | $30,929 - 57,649 |
| WA | (not reported) | | | | | | | | |
| WV | (not reported) | | | | | | | | |
| WI | SSS-3 Social Service Supervisor, Regional Chief | (not reported) | (not reported) | | | | x | | (not reported) |
| WY | (not reported) | | | | | | | | |

CHART C4
MINIMUM AND MAXIMUM SALARIES OF DIRECT SERVICE CHILD WELFARE WORKERS
COMPARISON OF 1987 TO 1989

| States | I<br>Minimum Salary '87 | II<br>Adjusted '87 Min. | III<br>Minimum Salary '89 | IV<br>% Δ II:III | V<br>Maximum Salary '87 | VI<br>Adjusted '87 Max. | VII<br>Maximum Salary '89 | VIII<br>% Δ VI:VII |
|---|---|---|---|---|---|---|---|---|
| Alabama | $ 14,986 | $ 16,380 | $ 14,979* | - 8.6 | $ 27,716 | $ 30,294 | $ 27,716* | - 8.5 |
| Alaska | 20,772 | 22,704 | 26,460 | +16.5 | 44,376 | 48,503 | NR | --- |
| Arizona | 16,657 | 18,206 | 16,171# | -11.2 | 31,577 | 34,514 | 33,654 | - 2.5 |
| Arkansas | 13,832 | 15,118 | 13,832* | - 8.5 | 27,751 | 30,332 | NR | --- |
| California | 16,740 | 18,297 | NR | --- | 33,984 | 37,145 | NR | --- |
| Colorado | 16,464 | 17,995 | 17,280 | - 4.0 | 29,532 | 32,278 | 31,860 | - 1.3 |
| Connecticut | 22,273 | 24,344 | 22,263* | - 8.5 | 33,926 | 37,081 | 33,903* | - 8.6 |
| Delaware | 16,980 | 18,559 | 18,329 | - 1.2 | 30,299 | 33,117 | 34,973 | + 5.6 |
| District of Columbia | 23,255 | 25,418 | NR | --- | 36,573 | 39,974 | NR | --- |
| Florida | 14,970 | 16,362 | 17,609 | + 7.6 | 30,904 | 33,778 | 32,786 | - 2.9 |
| Georgia | 15,348 | 16,775 | 15,348* | - 8.5 | 29,266 | 31,988 | NR | --- |
| Hawaii | 15,204 | 16,618 | 15,900 | - 4.3 | 32,796 | 35,846 | 36,696 | + 2.4 |
| Idaho | 15,766 | 17,232 | 15,766* | - 8.5 | 31,242 | 34,148 | 31,242* | - 8.5 |
| Illinois | 20,736 | 22,664 | 18,924# | -16.5 | 31,668 | 34,613 | 26,952# | -22.1 |
| Indiana | 12,740 | 13,925 | 15,756 | +13.1 | 22,854 | 24,979 | 23,760 | - 4.9 |
| Iowa | 18,075 | 19,756 | NR | --- | 27,955 | 30,555 | NR | --- |
| Kansas | 17,904 | 19,569 | 19,560 | 0 | 27,768 | 30,350 | 33,444 | +10.2 |
| Kentucky | 12,408 | 13,562 | 13,668 | + .8 | 26,592 | 29,065 | 26,592* | - 8.5 |
| Louisiana | 14,652 | 16,015 | 16,212 | + 1.2 | 26,784 | 29,275 | 34,116 | +16.5 |
| Maine | 17,992 | 19,665 | 13,260# | -32.6 | 24,627 | 26,917 | 26,666 | - .9 |
| Maryland | 15,958 | 17,442 | 17,261 | - 1.0 | 30,291 | 33,108 | 32,374 | - 2.2 |
| Massachusetts | 17,044 | 18,629 | 20,700 | +11.1 | 30,274 | 33,089 | 31,700 | - 4.2 |
| Michigan | 20,530 | 22,439 | 24,300 | + 8.3 | 28,205 | 30,828 | 31,400 | + 1.9 |
| Minnesota | 17,892 | 19,556 | 19,740 | + .9 | 33,420 | 36,528 | 32,160# | -12.0 |
| Mississippi | 14,276 | 15,604 | 14,923 | - 4.4 | 25,192 | 27,535 | 26,339 | - 4.3 |
| Missouri | 16,788 | 18,349 | 17,520 | - 4.5 | 22,064 | 24,116 | 24,924 | + 3.4 |
| Montana | 15,532 | 16,976 | 18,644 | + 9.8 | 25,152 | 27,491 | 28,123 | + 2.3 |
| Nebraska | 18,625 | 20,357 | 18,625* | - 8.5 | 31,023 | 33,908 | 28,031# | -17.3 |
| Nevada | 19,830 | 21,674 | 22,000 | + 1.5 | 31,582 | 34,519 | 29,700# | -14.0 |
| New Hampshire | 15,853 | 17,327 | 19,792 | +14.2 | 23,946 | 26,173 | 27,612 | + 5.5 |
| New Jersey | 18,437 | 20,152 | 20,327 | + .9 | 34,597 | 37,815 | 38,143 | + .9 |
| New Mexico | 16,584 | 18,126 | NR | --- | 31,056 | 33,944 | NR | --- |
| New York | 11,000 | 12,023 | 23,000 | +91.3 | 38,732 | 42,334 | 46,500 | + 9.8 |
| North Carolina | 17,628 | 19,267 | NR | --- | 33,204 | 36,292 | NR | --- |
| North Dakota | 16,848 | 18,415 | 17,688 | - 3.9 | 30,792 | 33,656 | 32,952 | - 2.1 |
| Ohio | 15,812 | 17,283 | NR | --- | 26,452 | 28,912 | NR | --- |
| Oklahoma | 16,380 | 17,903 | 16,775 | - 6.3 | 27,888 | 30,482 | 30,542 | + .2 |
| Oregon | 16,884 | 18,454 | NR | --- | 25,800 | 28,199 | NR | --- |
| Pennsylvania | 16,313 | 17,830 | 16,000# | -10.3 | 27,375 | 29,921 | NR | --- |
| Rhode Island | 18,134 | 19,820 | 20,062 | + 1.2 | 21,342 | 23,327 | 30,765 | +31.9 |
| South Carolina | 15,532 | 16,976 | 14,937# | -12.0 | 24,766 | 27,069 | 30,665 | +13.3 |
| South Dakota | 15,787 | 17,255 | 18,678 | + 8.2 | 23,691 | 25,894 | 25,376 | - 2.0 |
| Tennessee | 13,536 | 14,795 | 13,752 | - 7.0 | 22,968 | 25,104 | 23,280 | - 7.3 |
| Texas | 18,180 | 19,871 | 20,772 | + 4.5 | 27,864 | 30,455 | 34,032 | +11.7 |
| Utah | 19,011 | 20,779 | 16,265# | -21.7 | 31,346 | 34,261 | 36,498 | + 6.5 |
| Vermont | 15,246 | 16,664 | 17,180 | + 3.1 | 34,008 | 37,171 | 36,171 | - 2.7 |
| Virginia | 14,788 | 16,163 | 15,542 | - 3.8 | 32,780 | 35,829 | 45,672 | +27.5 |
| Washington | 18,588 | 20,317 | 19,764 | - 2.7 | 28,044 | 30,652 | NR | --- |
| West Virginia | 15,132 | 16,539 | 13,368# | -19.2 | 28,912 | 31,601 | 28,912* | - 8.5 |
| Wisconsin | 18,988 | 20,754 | 20,212 | - 2.6 | 31,115 | 34,009 | 35,922 | + 5.6 |
| Wyoming | 17,304 | 18,913 | 18,060 | - 4.5 | 32,088 | 35,072 | 32,352 | - 7.8 |

**Notes to Chart C4: Minimum and Maximum Salaries of Direct Service Child Welfare Workers, Comparison of 1987 to 1989**

Δ Change

NR No response by state; data not reported.

' 1989 figures *lower than* actual 1987 figures.

* 1989 figures *identical* to/*approximately equal* to actual 1987 figures.

# Appendix IV

# Caseload and Workload Standards for Direct Service Workers

CHART E1

CASELOAD AND WORKLOAD STANDARDS FOR DIRECT SERVICE WORKERS

**CHILD PROTECTIVE SERVICES**

| States | CASE DEF. | METHOD: Case-load | Work-load | Other | No Stand. | STANDARD | AVERAGE NUMBER OF CASES |
|---|---|---|---|---|---|---|---|
| Alabama | Family | | X | | | --- | 107:1 across programs |
| Alaska | Family | | X | | | --- | 13 to 45 |
| Arizona | Other+ | X | | | | 11:1 | >11:1 |
| Arkansas | Family | X | | | | 12 to 14:1 | 25:1 (families) |
| California | Child | | | X | | --- | --- |
| Colorado | NR | | | | | 20:1 | --- |
| Connecticut | Child | | | | X | --- | --- |
| Delaware | Family | X | | | | 15 to 20:1 | 17.9:1 |
| District of Columbia | Family | | | | | --- | 75 fam.; 131 children |
| Florida | Family | | | X | | 12 to 20:1 | 14 to 29:1 |
| Georgia | Family | | | | | 24:1 | 29.13 |
| Hawaii | Family | X | | | | 6-8 new inv./mo. | 6-12/mo. |
| Idaho | Family | X | | | | 15 | 13.4-14 |
| Illinois | Other+ | X | | | | 14:1 | 14:1 |
| Indiana | Family | X | | | | 27.5/mo. | --- |
| Iowa | Child | | X | | | inv.=10.2 wt. | 15-16 inv. |
| Kansas | Child | | | | X | --- | --- |
| Kentucky | Family | X | | | | 25:1 | 23.2:1 |
| Louisiana | Family | X | | | | 14 new/mo. | 14 |
| Maine | Family | | | | X | --- | 21.2:1 |
| Maryland | Family | X | | | | 6-7:1 & 20:1* | 8:1 & 26:1* |
| Massachusetts | Family | X | | | | 12-18/mo.:1;18pts | 20.58 pts. |
| Michigan | Family | X | | X | | 15/mo.:1&30/mo.:1 | 15:1 & 30:1* |
| Minnesota | Family | | | | X | --- | --- |
| Mississippi | Child | | X | | | 85.17/mo.:1 | --- |
| Missouri | Family | X | | | | 20:1 | --- |
| Montana | Family | | | | X | --- | --- |
| Nebraska | Family | | | | X | --- | 18 (est.) |
| Nevada | Family | X | | | | 16:1 & 25:1* | 18/mo.:1 & 29/mo.:1 |
| New Hampshire | Family | | | X | | 10-14 new inv/mo. | 10.68 |
| New Jersey | Child | | X | | | 20/mo.:1 | 20:1 |
| New Mexico | Family | | X | | | 20 points | 14.69 pts.; CPS&FC cases |
| New York | Family | | | X | | 20:1 not to be+30 | --- |
| North Carolina | Family | | | | X | --- | --- |
| North Dakota | NR | | | | | --- | --- |
| Ohio | NR | | | | X | --- | --- |
| Oklahoma | Family | | X | | | 140 points | 208 points acr. prog. |
| Oregon | NR | | | | | --- | --- |
| Pennsylvania | Family | X | X | | | 30:1 | 30:1 |
| Rhode Island | Family | X | | | | 4.3/mo. & 14:1* | 7.22 |
| South Carolina | Other+ | | X | | | 12:1 | 19.43 |
| South Dakota | Other+ | | | | X | --- | 25-30 cases across prog. |
| Tennessee | NR | | | | X | --- | 35 |
| Texas | Family | | X | | | 7-12:1 | 20-23:1 |
| Utah | Family | | | | X | --- | 25 |
| Vermont | Other+ | | X | | | 126hrs.serv./mo. | time allot.pol.;25acr.prog. |
| Virginia | Family | X | X | | | 15:1 & 28:1 | --- |
| Washington | Family | X | | | | 32/mo.:1 | 38:1 |
| West Virginia | Family | | | | X | --- | --- |
| Wisconsin | NR | | | | X | --- | --- |
| Wyoming | Family | X | | | | 25:1 | 37 generic; 10 CPS |
| Total | | 19 | 12 | 5 | 13 | | |

CHART E2
CASELOAD AND WORKLOAD STANDARDS FOR DIRECT SERVICE WORKERS
**FOSTER CARE**

| States | CASE DEF. | METHOD: Case-load | Work-load | Other | No Stand. | STANDARD | AVERAGE NUMBER OF CASES |
|---|---|---|---|---|---|---|---|
| Alabama | Family | | X | | | --- | 107:1 across programs |
| Alaska | Family | | | | X | --- | --- |
| Arizona | Other+ | X | | | | 17:1 | >17:1 |
| Arkansas | Other+ | X | | | | 15:1 | 14:1 (child) |
| California | Other+ | | | X | | --- | --- |
| Colorado | NR | | | | | 20:1 | --- |
| Connecticut | Child | | | | X | --- | --- |
| Delaware | Family | | | | | --- | --- |
| District of Columbia | Child | | | | | --- | 30 fam.; 64 children |
| Florida | Child | | | X | | 20:1 | 40:1 |
| Georgia | Family | | | | | 31:1 | 37.29 |
| Hawaii | Family | X | | | | 15 to 22:1 | 15 to 35:1 |
| Idaho | Family | | X | | X | 20:1 & 40:1* | 14.7:1 |
| Illinois | Other+ | | X | | | 50 | 60-70 |
| Indiana | NR | X | | | | 55:1 | unknown |
| Iowa | Child | | X | | | 6.6-11.5 wt. | 13-14, 22-25 |
| Kansas | Child | | | | X | --- | N/A |
| Kentucky | Family | X | | | | 25 | 25.1 |
| Louisiana | Other+ | X | | | | 28 | 28 |
| Maine | Other+ | | | | X | --- | --- |
| Maryland | Other+ | X | | | | 20,14,40,6:1* | 25:1, 10:1, 29:1, 6:1* |
| Massachusetts | Family | | | | | 12-18/mo.:1 | 20.58 points |
| Michigan | Child | X | | | | 30,90,100:1* | 30:1 |
| Minnesota | Family | | | | X | --- | --- |
| Mississippi | Child | | X | | | 20.72:1 | --- |
| Missouri | Other+ | X | | | | 25:1 & 35:1* | --- |
| Montana | Family | | | | X | --- | --- |
| Nebraska | Other+ | | | | X | --- | 31 (est.) |
| Nevada | Family | X | | | | 36:1 | 36:1 |
| New Hampshire | Family | | | | X | --- | --- |
| New Jersey | Child | X | X | X | | 40 children:1 | 48:1 |
| New Mexico | Family | | X | | | 20 points | 14.69 pts.;CPS&FC cases |
| New York | Family | | | | X | --- | --- |
| North Carolina | Family | | | | X | --- | --- |
| North Dakota | NR | | | | | --- | --- |
| Ohio | NR | | | | X | --- | --- |
| Oklahoma | Other+ | | X | | | 140 points | 208 pts. acr. prog. |
| Oregon | NR | | | | | --- | --- |
| Pennsylvania | Family | X | X | | | 30 families:1 | 30:1 |
| Rhode Island | NR | X | | | | 30 at one time | 28.42 |
| South Carolina | Other+ | | X | | | 12.88 | 27.98 |
| South Dakota | Other+ | | | | X | --- | 25-30 cases |
| Tennessee | NR | | | | X | --- | 32 |
| Texas | Family | | X | | | 10-13:1 | 20-23 |
| Utah | Child | | | | X | --- | 20-25 |
| Vermont | Other+ | | X | | | 126hrs.serv/mo. | time allot.pol.;21-25acr.prog. |
| Virginia | Other+ | X | X | | | 9-47:1* | unknown |
| Washington | Other+ | X | | | | 34/mo.:1 | 33.67:1 |
| West Virginia | Child | | | | X | --- | --- |
| Wisconsin | Child | | | | X | --- | --- |
| Wyoming | Family | | | | X | --- | unknown |
| Total | | 15 | 13 | 3 | 18 | | |

CHART E3
CASELOAD AND WORKLOAD STANDARDS FOR DIRECT SERVICE WORKERS
**ADOPTION**

| States | CASE DEF. | METHOD: Case-load | Work-load | Other | No Stand. | STANDARD | AVERAGE NUMBER OF CASES |
|---|---|---|---|---|---|---|---|
| Alabama | Family | | X | | | --- | 107:1 across prog. |
| Alaska | Family | | | | X | --- | --- |
| Arizona | Other+ | X | | | | 15:1 | 20:1 |
| Arkansas | Other+ | | | | X | --- | 5:1, 19:1, 24:1* |
| California | Child | | | X | | --- | --- |
| Colorado | NR | | | | | 30:1 | --- |
| Connecticut | Child | | | X | | --- | --- |
| Delaware | Family | | | | | --- | --- |
| District of Columbia | Other+ | | | | | --- | 43 fam.; 47 children |
| Florida | Child | | | | X | --- | 7:1 |
| Georgia | Family | | | | | 31:1 | 37.29 |
| Hawaii | Family | | | | X | --- | --- |
| Idaho | Family | X | | | | 20 children:1 | 13:1 |
| Illinois | Other+ | | | | X | --- | 32:1 |
| Indiana | NR | X | | | | 55 children:1 | unknown |
| Iowa | Child | | X | | | .8 case weight | 189-206 |
| Kansas | Family | | | | X | --- | N/A |
| Kentucky | Family | X | | | | 25:1 | 34.9 |
| Louisiana | Child | X | | | | 25 children | 22 |
| Maine | NR | | | | X | --- | --- |
| Maryland | Other+ | X | | | | 20,30,125:1* | 26:1, 44:1, 197:1* |
| Massachusetts | Family | | | | | 12-18/mo.:1 | 20.58 points |
| Michigan | NR | X | X | X | | 8:1 | 8.7:1 |
| Minnesota | Family | | | | X | --- | --- |
| Mississippi | Child | | X | | | 20.72:1 | --- |
| Missouri | Family | X | | | | 6:1, 15:1* | --- |
| Montana | Family | | | | X | --- | --- |
| Nebraska | NR | | | | X | --- | --- |
| Nevada | Family | X | | | | 30, 53, 370* | 30, 53, 377* |
| New Hampshire | Family | X | | | | 12-16 families | 21.75 |
| New Jersey | Child | X | X | | | 14 children:1 | 20:1 |
| New Mexico | Family | | X | | | 20 points | 15.33 points |
| New York | Family | | | | X | --- | --- |
| North Carolina | Family | | | | X | --- | --- |
| North Dakota | NR | | | | | --- | --- |
| Ohio | NR | | | | X | --- | --- |
| Oklahoma | Other+ | | X | | | 140 points | 208 points |
| Oregon | NR | | | | | --- | --- |
| Pennsylvania | Family | X | X | | | 30 families:1 | 30:1 |
| Rhode Island | NR | | | | X | --- | 15 |
| South Carolina | Other+ | | X | | | 12.21:1 | 18.56:1 |
| South Dakota | Other+ | | | | X | --- | --- |
| Tennessee | NR | | | | X | --- | 40 |
| Texas | Family | | X | | | --- | 20-23 |
| Utah | Child | | | | X | --- | 15 |
| Vermont | NR | | | | X | --- | 21.25 across prog. |
| Virginia | Family | X | X | | | 19.7h/stdy111:1* | unknown |
| Washington | Other+ | | | | X | --- | 35.33 |
| West Virginia | NR | | | | X | --- | --- |
| Wisconsin | Child | | | | X | --- | --- |
| Wyoming | Family | | | | | --- | N/A |
| Total | | 13 | 11 | 3 | 21 | | |

**Notes to Chart El - E3: Caseload and Workload Standards for Direct Service Workers**

*Notes to Chart E1—Child Protective Services*

Alabama: In the case of day care services, a child constitutes a case. This is the sole exception to the definition of a case as family.

Six states did not provide case definitions (NR)—Colorado, North Dakota, Ohio, Oregon, Tennessee, and Wisconsin.

+ Other case definitions - AZ: CPS report; IL: Family and/or child; SC: Primary client; SD: Individual (child or parent); VT: Family and/or child.

Michigan, Pennsylvania, and Virginia reported *two* methods used to determine standards.

* Different standard and/or average for intake/new investigations (i.e., smaller number of cases) and ongoing active cases (i.e., larger number of cases).

*Notes to Chart E2--Foster Care*

Seven states did not provide case definitions (NR)--Colorado, Indiana, North Dakota, Ohio, Oregon, Rhode Island, and Tennessee.

+ Other case definitions: AZ: CPS report; AR: Child/family; CA: Child/Family; IL: Family and/or child; LA: Child or Parent; ME: Foster child and the child 's family; MD: Child/birth family/foster home; MO: Family/child (when removed and placed in alternative care); NE: Family/individual/household; OK: Family/child (when parental rights are terminated) SC : Primary client; SD: Individual (child or parent); VT: Family/child; VA: Child and birth/foster families; WA: Family/child (in placement).

Idaho, New Jersey, Pennsylvania, and Virginia reported more than one method used to determine standards.

* Different standard and/or average number of cases depending on type of service.

*Notes to Chart E3--Adoption*

Iowa: For adoption subsidies, family is case. Otherwise, child is case.

Twelve states did not provide case definitions (NR)—Colorado, Indiana, Maine, Michigan, Nebraska, North Dakota, Ohio, Oregon, Rhode Island, Tennessee, Vermont, and West Virginia.

+ Other case definitions--AZ: CPS report; AR: Child/family; DC: Child and family; IL: Family and/or child; MD: Child and adoptive family; OK: Family/child (when parental rights are terminated); SC: Primary client; SD: Child and prospective adoptive family/after placement—family; WA: Family/child (in placement).

Michigan, New Jersey, Pennsylvania, and Virginia reported more than one method used to determine standards.

* Different standard and/or average number of cases depending on type of service. Arkansas = Placement, Approved families, Subsidy; Maryland = same as Arkansas; Missouri = Studies, Adoptive Children; Nevada = Studies, Placement, Subsidy; Virginia = Study, Subsidy.

# Appendix V

# Statewide Numbers of Full-Time Equivalent Child Welfare Staff by Position

CHART F

STATEWIDE NUMBERS OF FULL-TIME EQUIVALENT CHILD WELFARE STAFF BY POSITION

| States | Dir. Serv. | Superv. | Mgr. | Admin. | Cler./Sec. | Para Prof. | TOTAL |
|---|---|---|---|---|---|---|---|
| Alabama | 677 | 121 | 12 | 55 | | 0 | 865 |
| Alaska | 143 | 25 | 8 | 8 | 40.5 | 16 | 240.5 |
| Arizona | 558 | 90 | 28 | 1 | 140 | | 817 |
| Arkansas | 303 | 36 | 8 | 128 | 110 | 36 | 621 |
| California | 4,209.7 | 509.9 | | | | | 4,719.6 |
| Colorado | 825 | 119 | 26 | 10 | | 112 | 1,092 |
| Connecticut | 385 | 70 | 34 | 21 | 107 | | 617 |
| Delaware | 126 | 24 | 5 | 7 | 48 | 23 | 233 |
| District of Columbia | 47 | 26 | 45 | 1 | 35 | 24 | 178 |
| Florida ** | 2,507 | 511 | 41 | 9 | 1,135 | 1,779 | 6,252.5 |
| Georgia | 1,196 | | | | | | 1,196 |
| Hawaii | 199 | 35 | 8 | 4 | 57 | 83 | 386 |
| Idaho | 195 | | 7 | 9 | 7 | | 218 |
| Illinois | 1,178 | 150 | | 993 | 414 | | 2,735 |
| Indiana * | 400 | 30 | | | | | 430 |
| Iowa | 476 | 64 | 8 | | 157 | | 705 |
| Kansas +++ | 335.25 | 80 | 27 | 50 | 598 | 17 | 1,107.25 |
| Kentucky | 1,117.5 | 183 | | | | | 1,300.5 |
| Louisiana | 559 | 128 | 23 | 3 | 223 | 82 | 1,018 |
| Maine | 245.5 | 45 | 11 | 1.5 | 63.5 | 30 | 396.5 |
| Maryland | 1,207 | 193.5 | | 30 | 188.5 | 90.5 | 1,709.5 |
| Massachusetts | 1,308 | 276.5 | 147.2 | 47.5 | 327 | 84.3 | 2,190.5 |
| Michigan | 1,191.5 | 150.7 | 15.5 | | 229.3 | | 1,587 |
| Minnesota (NR) | | | | | | | |
| Mississippi | 334 | 40 | | 6 | 31 | 65 | 476 |
| Missouri | 1,136 | 160 | 238 | | 1,010 | | 2,544 |
| Montana | 173.5 | 29 | 32 | 3 | 51 | 39.7 | 328.2 |
| Nebraska | 180 | 33 | 23 | 8 | 26 | 12 | 282 |
| Nevada | 76.5 | | | | | | 76.5 |
| New Hampshire | 148 | 26 | | 19 | 33 | | 226 |
| New Jersey + | | | | | | | 3,487 |
| New Mexico | 230 | | | | | | 230 |
| New York # | 1,742 | | 256 | 116 | | 142 | 5,675 |
| North Carolina (NR) | | | | | | | |
| North Dakota (NR) | | | | | | | |
| Ohio (NR) | | | | | | | |
| Oklahoma | 414 | 81 | 32 | 4 | 135 | 116 | 782 |
| Oregon (NR) | | | | | | | |
| Pennsylvania *** | 1,580 | 271 | 145 | 81 | 455 | 134 | 3,010 |
| Rhode Island | 281 | 49 | 10 | 5 | 44 | 9 | 398 |
| South Carolina | 653 | 144 | 34 | 38 | 105 | 41 | 1,015 |
| South Dakota | 127 | 29 | 11 | 2 | 37 | 13 | 219 |
| Tennessee | 949 | 129 | 55 | 13 | 880 | 68 | 2,094 |
| Texas **** | 1,615 | 252 | 53 | 16 | 880 | 153 | 3,241 |
| Utah | 233 | 20 | 10 | 11 | 40 | 20 | 334 |
| Vermont | 133 | 21.5 | 18 | 6 | 35 | 9.5 | 223 |
| Virginia ++ | 926 | | | | | | 926 |
| Washington | 847 | 101.7 | 60.6 | 6 | 172.9 | 39.5 | 1,227.7 |
| West Virginia (NR) | | | | | | | |
| Wisconsin | 1,469 | 242 | | 72 | 193 | 396 | 2,372 |
| Wyoming | 90 | 14 | 21 | 1 | 64 | 164 | 354 |
| Total FTE | 32,725.45 | 4,509.8 | 1,452.3 | 1,785 | 8,071.7 | 3,798.5 | 60,135.25 |
| Total No. States | 44 | 38 | 32 | 34 | 34 | 29 | 45 |

**Notes to Chart F: Statewide Numbers of FTE Child Welfare Staff**

NR No response by state; data not reported.

• Indiana statistics are estimated.

• • Florida total includes 270.5 professional support staff.

• • • Pennsylvania total includes 344 "other staff in children and youth agencies."

• • • • Texas total includes 272 other/miscellaneous staff.

\+ New Jersey total of 3,487 is not broken out by position and therefore is not represented in the preceding column totals

++ Virginia total of 926 only represents direct service workers; no other data was provided.

+++ Kansas statistics include some joint youth/adult services positions; unable to report numbers exclusively for child welfare.

\# New York State did not report the number of clerical/secretary full-time equivalents. The 256 FTE listed under "manager" also includes Supervisor positions; these two positions were reported collectively. The overall total for the state includes 3,419 FTE for New York City which was reported in aggregate, and thus, is not broken out by position.

# Appendix VI

# Number of Active Cases — Children and Families — As of June 30, 1988

FIGURE G

# NUMBER OF ACTIVE CASES (CHILDREN)
## Zero to 10,000
## JUNE 30, 1988

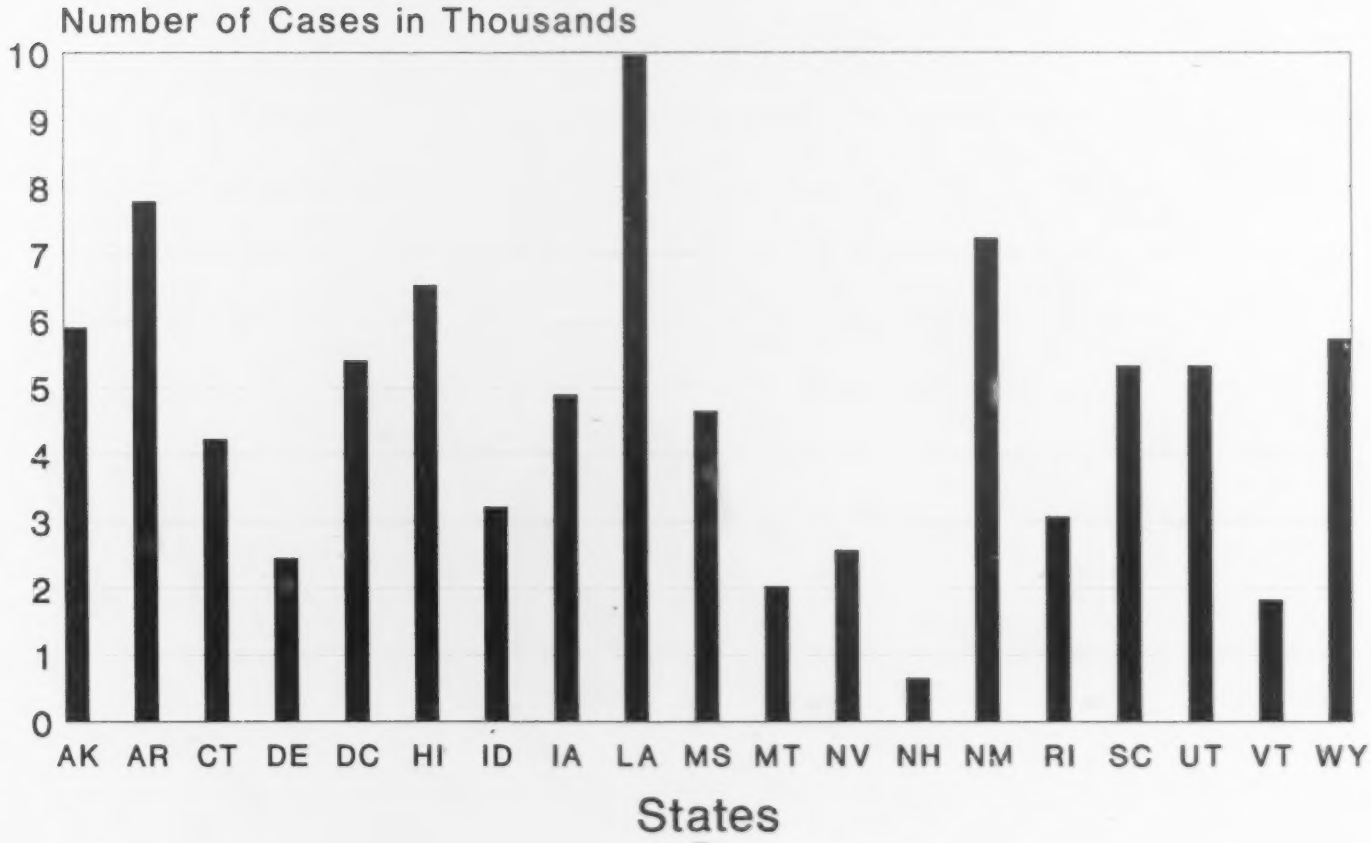
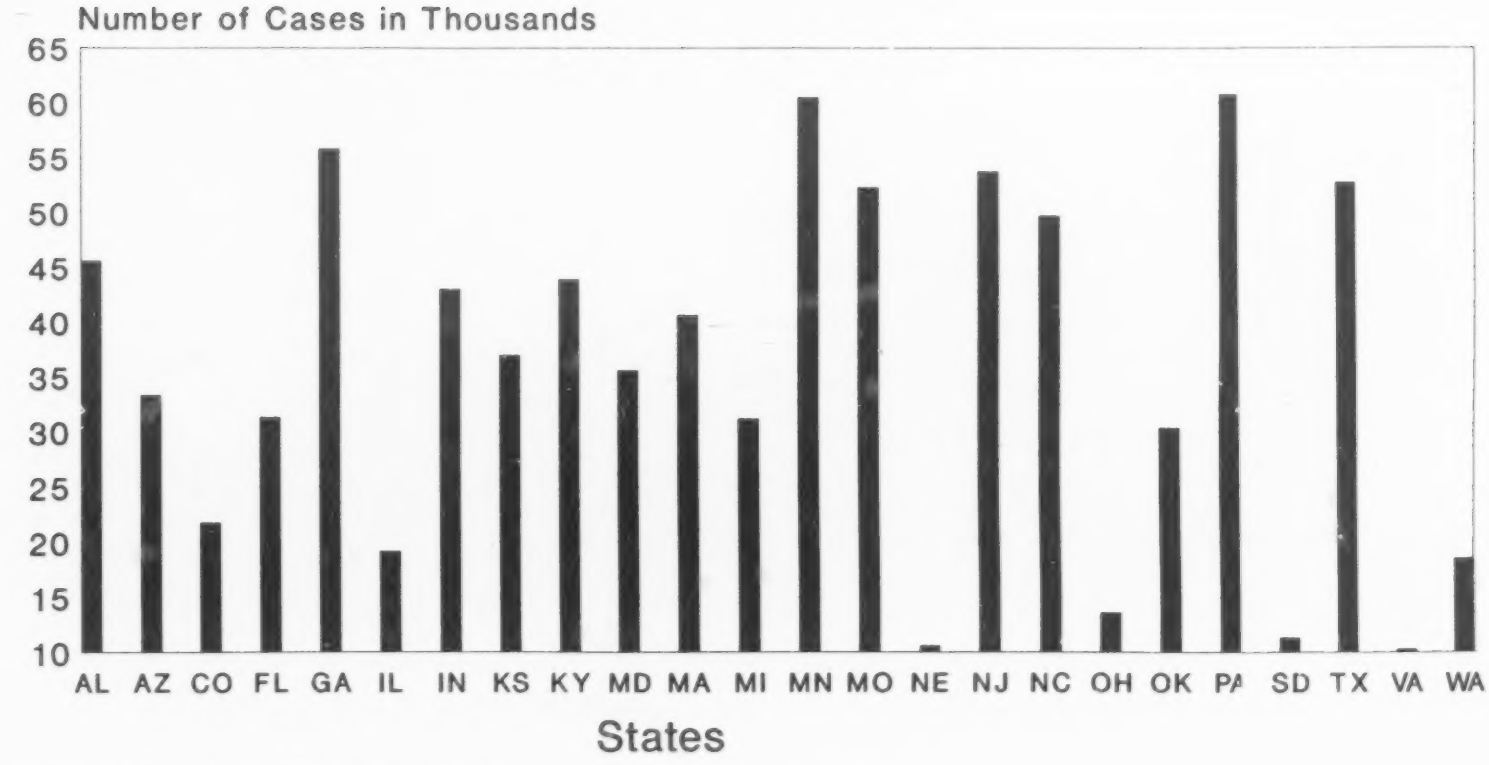


FIGURE G (CONT.)

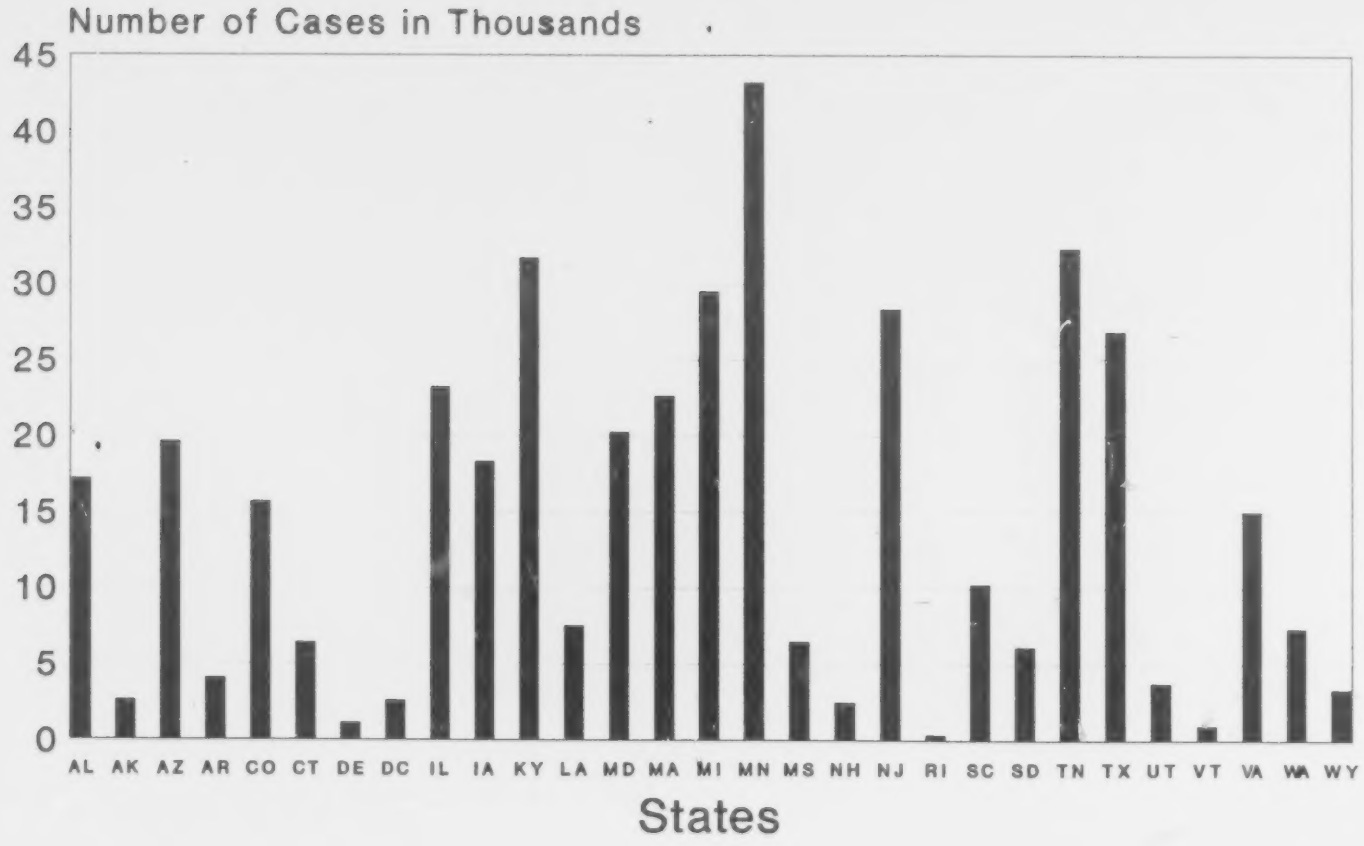
# NUMBER OF ACTIVE CASES (CHILDREN)
# 10,000 TO 65,000*
# JUNE 30, 1988




*Except CA=188,757 and NY=390,153

FIGURE G (CONT.)

# NUMBER OF ACTIVE CASES (FAMILIES)
# ZERO TO 45,000
# JUNE 30, 1988



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